The College Placement Council 62 Highland Avenue / Bethlehem, PA 18017

The national association for career planning, placement, and recruitment

A3940-2 U

12/84

CPC Salary Survey

A study of 1984-85 beginning offers/Preliminary Report December 1984

The Class of '85 is heading into an improved job market.

Although the economy is still feeling the effects of the summer and fall slowdown, the nation isn't likely to tip into recession anytime soon. In fact, most forecasters expect the economy to shake off the current sluggishness and pick up momentum through 1985.

This outlook was reflected in a projected upswing in hiring demand reported in CPC's October *Recruiting '85*. Now, the Preliminary *Salary Survey* Report also supports this trend. Just about every discipline reported increased numbers of offers compared with this time last year. Overall, bachelor's offers jumped from 2,267 in December 1983 to 3,904 this year.

The number of reported offers was no surprise. Starting salaries were. Based on conversations with employers and placement professionals, an upward movement in starting rates was expected, particularly in the engineering and technical disciplines. With few exceptions, the data in the Preliminary Report do not reflect this.

Twelve of the 25 bachelor's-degree disciplines reported starting salary offers below those reported in July 1984. Another seven disciplines reported increases of less than 1 percent to 2 percent over the July figures. Only six posted gains of 3 percent or more.

Although there is little doubt that engineering graduates will reap the benefits of an improved job market, those benefits may not translate into increased salaries. Two engineering disciplines that were expected to show at least modest salary increases instead reported averages that were slightly below the July figures. Electrical engineering, while achieving a healthy gain in the number of job offers, slipped from $2,213 per month in July to $2,203 per month. And mechanical engineering's current average of $2,174 was just below the July average of $2,190.

The picture at the master's level is similar—improvement in the number of offers compared with a year ago, but little movement in starting salaries.

The CPC Preliminary Report covers the period from September 1 to December 7. The data include offers extended to students graduating between September 1, 1984, and August 31, 1985. There are 187 placement offices at 163 colleges and universities participating in the *Salary Survey*.

Additional copies of the report can be obtained for $1.00 each.

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 163 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Reports are issued in December, January, March, and July.

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AVERAGE MONTHLY SALARY OFFERS

DECEMBER 1984
PRELIMINARY REPORT - 9/1/84 to 12/7/84

Bachelor's Degree Candidates
(Data Combined for Men and Women)

By Curriculum for All Types of Employers	Number of Offers December 1984	Number of Offers December 1983	Average Dollar Offers December 1984	Average Dollar Offers December 1983	Average Dollar Offers July 1984	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
BUSINESS									
Accounting	878	445	$1,643	$1,607	$1,627	1.0%	$1,875	$1,666	$1,444
Business-General (incl. Management)	360	241	1,560	1,465	1,555	0.3	2,000	1,542	1,166
Marketing & Distribution	207	106	1,511	1,476	1,485	1.8	1,875	1,500	1,166
HUMANITIES & SOCIAL SCIENCES									
Humanities	98	59	1,289	1,368	1,477	-12.7	2,000	1,200	750
Economics[1]	53	16	1,434	1,280	1,665	-13.9	1,875	1,435	900
Other Social Sciences	156	82	1,304	1,332	1,452	-10.2	1,872	1,250	801
ENGINEERING									
Aeronautical	45	24	2,170	2,055	2,153	0.8	2,383	2,208	1,863
Chemical	138	74	2,329	2,132	2,285	1.9	2,500	2,375	2,100
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	108	65	1,939	1,976	1,897	2.2	2,250	1,912	1,700
Electrical (incl. Computer Engrg.)	742	527	2,203	2,148	2,213	-0.5	2,450	2,250	1,867
Geological	3	3	2,418	1,948	2,041	18.5	*	*	*
Industrial	91	28	2,126	2,096	2,102	1.1	2,417	2,200	1,750
Mechanical	395	210	2,174	2,094	2,190	-0.7	2,417	2,208	1,866
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	15	17	2,179	2,161	2,213	-1.5	*	*	*
Mining	3	5	1,972	2,325	2,073	-4.9	*	*	*
Nuclear (incl. Engrg. Physics)	13	+	2,146	+	2,199	-2.4	*	*	*
Petroleum	52	24	2,638	2,447	2,464	7.1	2,850	2,704	2,200
Engineering Technology	94	94	2,149	2,063	2,078	3.4	2,416	2,135	1,830
SCIENCES									
Agricultural Sciences	17	17	1,512	1,500	1,418	6.6	*	*	*
Biological Sciences	18	9	1,571	1,244	1,402	12.1	*	*	*
Chemistry	9	5	1,701	1,587	1,756	-3.1	*	*	*
Computer Science	294	137	1,973	1,898	2,046	-3.6	2,270	2,031	1,625
Health (Medical) Professions	66	54	1,889	1,308	1,576	19.9	2,333	1,813	1,500
Mathematics	23	12	1,940	1,673	1,950	-0.5	2,416	2,000	1,435
Other Physical & Earth Sciences	26	13	1,890	1,523	1,900	-0.5	2,220	1,938	1,435
Totals	3,904	2,267							

[1]Includes economics programs with both business and social science orientation.

*Not computed for fewer than 20 offers.

+No offers reported.

AVERAGE MONTHLY SALARY OFFERS

DECEMBER 1984
PRELIMINARY REPORT - 9/1/84 to 12/7/84

Bachelor's Degree Candidates
(Data Combined for Men and Women)

Functional Area for All Types of Employers	Number of Offers December 1984	Number of Offers December 1983	Average Dollar Offers December 1984	Average Dollar Offers December 1983	Average Dollar Offers July 1984	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
Accounting/Auditing	896	446	$1,645	$1,605	$1,626	1.2%	$1,900	$1,666	$1,450
Business Administration	276	119	1,512	1,470	1,537	-1.6	2,051	1,500	1,000
Communications	78	36	1,174	1,472	1,493	-21.4	1,855	1,138	700
Community & Service Orgs. Work	25	33	1,573	1,350	1,263	24.5	2,500	1,566	958
EDP-Programming/Systems	319	145	1,996	1,907	2,040	-2.2	2,300	2,042	1,650
Engineering	1,589	927	2,200	2,130	2,195	0.2	2,465	2,250	1,865
Farm & Natural Resources Management	10	8	1,488	1,412	1,379	7.9	*	*	*
Finance & Economics	121	78	1,627	1,444	1,677	-3.0	2,000	1,650	1,200
Health (Medical) Services	72	58	1,847	1,331	1,530	20.7	2,333	1,771	1,311
Manufacturing &/or Industrial Operations	42	103	1,971	1,990	2,027	-2.8	2,325	2,042	1,506
Mathematics/Statistics	24	12	1,916	1,639	1,870	2.5	2,416	1,979	1,435
Merchandising/Sales Promotion	193	101	1,415	1,371	1,412	0.2	1,750	1,417	1,000
Personnel/Employee Relations	18	15	1,726	1,220	1,509	14.4	*	*	*
Research--Non-Scientific	19	12	1,782	1,590	1,746	2.1	*	*	*
Research--Scientific	32	43	1,957	1,836	1,949	0.4	2,417	2,000	1,435
Rotational Training--Non-Technical	26	24	1,361	1,407	1,418	-4.0	1,791	1,342	900
Rotational Training--Technical	9	20	1,800	1,972	2,070	-13.0	*	*	*
Sales--Non-Technical Degree	145	79	1,505	1,460	1,525	-1.3	1,916	1,500	1,025
Sales--Technical/Scientific Degree	10	8	2,050	1,874	1,957	4.8	*	*	*
Totals	3,904	2,267							

*Not computed for fewer than 20 offers.

AVERAGE MONTHLY SALARY OFFERS

DECEMBER 1984
PRELIMINARY REPORT - 9/1/84 to 12/7/84
(Data Combined for Men and Women)

Master's Degree Candidates
Inexperienced (One year or less
of full-time, non-military employment)

Graduate Program	Number of Offers December 1984	Number of Offers December 1983	Average Dollar Offers December 1984	Average Dollar Offers December 1983	Average Dollar Offers July 1984	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
BUSINESS									
Accounting	83	71	$2,067	$1,884	$1,933	6.9%	$2,333	$2,000	$1,750
MBA--Non-Technical Undergraduate	96	75	2,093	1,954	2,375	-11.9	2,500	2,100	1,583
MBA--Technical Undergraduate	15	13	2,453	2,151	2,541	-3.5	*	*	*
MS-Business (incl. Management, Marketing, Finance, etc.)	14	13	2,177	2,023	2,279	-4.5	*	*	*
Industrial Management (incl. Industrial Administration)	3	3	2,198	1,792	2,223	-1.1	*	*	*
Administration (incl. Public, Hospital, etc.)	9	7	2,158	1,686	1,929	11.9	*	*	*
HUMANITIES & SOCIAL SCIENCES									
Humanities	7	6	1,617	1,492	1,561	3.6	*	*	*
Social Sciences	32	11	1,629	1,797	1,648	-1.2	2,000	1,557	1,200
ENGINEERING									
Chemical	9	11	2,331	2,381	2,557	-8.8	*	*	*
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	30	18	2,242	2,194	2,227	0.7	2,650	2,271	1,833
Electrical (incl. Computer Engrg.)	88	35	2,679	2,470	2,584	3.7	2,935	2,700	2,375
Industrial	5	5	2,246	2,543	2,504	-10.3	*	*	*
Mechanical	44	24	2,417	2,455	2,524	-4.2	2,708	2,437	2,165
Nuclear (incl. Engrg. Physics)	4	1	2,495	2,400	2,471	1.0	*	*	*
SCIENCES									
Chemistry	2	2	1,916	1,958	2,228	-14.0	*	*	*
Computer Science	49	14	2,558	2,440	2,505	2.1	3,100	2,525	2,041
Geology & Related Geological Sciences	15	6	2,552	2,338	2,440	4.6	*	*	*
Mathematics	2	1	2,600	2,100	2,397	8.5	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Science, & Ceramics)	6	4	2,531	2,490	2,480	2.1	*	*	*
Totals	513	320							

*Not computed for fewer than 20 offers.

AVERAGE MONTHLY SALARY OFFERS

DECEMBER 1984
PRELIMINARY REPORT - 9/1/84 to 12/7/84
(Data Combined for Men and Women)

Master's Degree Candidates Experienced[1]

Graduate Program	Number of Offers December 1984	Number of Offers December 1983	Average Dollar Offers December 1984	Average Dollar Offers December 1983	Average Dollar Offers July 1984	% Change From July	Percentiles 90th	Percentiles 50th	Percentiles 10th
Over 1 to 2 years									
MBA--Non-Technical Undergraduate	22	13	$2,311	$2,130	$2,694	-14.2%	$3,000	$2,357	$1,750
MBA--Technical Undergraduate	2	2	2,645	2,125	2,778	-4.8	*	*	*
Over 2 to 4 years									
MBA--Non-Technical Undergraduate	11	1	2,637	2,500	2,768	-4.7	*	*	*
MBA--Technical Undergraduate	2	+	2,625	+	2,896	-9.4	*	*	*
Over 4 years									
MBA--Non-Technical Undergraduate	18	10	2,639	2,309	2,818	-6.4	*	*	*
MBA--Technical Undergraduate	3	+	3,151	+	3,004	4.9	*	*	*
Totals	58	26							

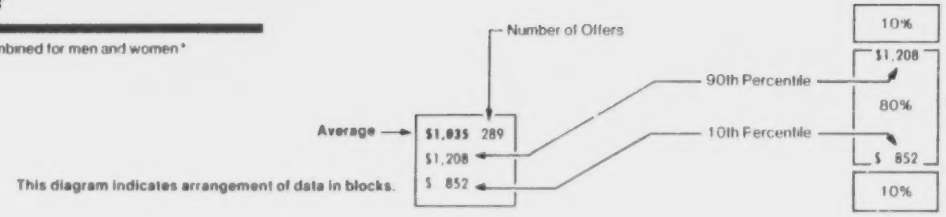
DOCTORAL DEGREE CANDIDATES

ENGINEERING									
Chemical	3	3	$3,367	$3,267	$3,239	4.0	*	*	*
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	1	+	2,000	+	3,108	-35.7	*	*	*
Electrical (incl. Computer Engrg.)	7	5	3,393	3,228	3,430	-1.1	*	*	*
Mechanical	9	+	2,863	+	3,199	-10.5	*	*	*
SCIENCES									
Chemistry	10	14	2,769	2,857	2,960	-6.5	*	*	*
Mathematics (incl. Oprs. Research, Statistics, & Actuarial Science)	4	3	2,125	3,444	2,963	-28.3	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Science, & Ceramics)	4	+	2,992	+	3,212	-6.9	*	*	*
Physics	8	8	3,174	2,935	3,201	-0.8	*	*	*
Totals	46	33							

[1] Years of previous full-time, non-military employment.
* Not computed for fewer than 20 offers.
+ No offers reported.

Monthly beginning salary offers to all candidates by curriculum and employer

Preliminary Report ■ December 1984 ■ Data combined for men and women*



This diagram indicates arrangement of data in blocks.

The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located. Not computed for fewer than 20 offers.

10 percent of the salary offers are higher than the 90th percentile.

10 percent of the salary offers are lower than the 10th percentile.

	CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOV'T ■ NON-PROFIT		
		Accounting—Public	Banking Finance & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace Electronics & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs & Construction	Chemicals Drugs & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass Paper Packaging & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl Nat Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities Public (incl Transportation)	Government—Federal	Government—Local/State	Non-Profit Orgs & Educational Institutions
BACHELOR'S DEGREE																			
NON-TECHNICAL	Accounting	$1,666 722 $1,900 $1,500	$1,559 31 $1,916 $1,125	$1,289 17	$1,560 14	$1,628 7		$1,667 2	$1,342 4	$1,415 3	$1,586 6	$1,430 3	$1,768 21 $1,875 $1,675	$1,700 1		$1,707 5	$1,445 20 $1,522 $1,400	$1,488 18	$1,700 4
NON-TECHNICAL	Business—General (incl Mgmt)	$1,611 15	$1,535 105 $2,000 $1,167	$1,396 92 $1,700 $1,125	$1,674 54 $2,100 $1,340	$1,771 8	$1,578 6	$1,792 8	$1,611 4	$1,786 20 $2,042 $1,500	$1,614 6		$1,758 16	$1,500 2	$1,250 2	$1,846 7	$1,472 8	$1,275 4	$1,422 3
NON-TECHNICAL	Marketing & Distribution	$1,781 2	$1,471 7	$1,456 113 $1,750 $1,166	$1,614 26 $1,958 $1,250		$1,643 5	$1,738 11	$1,697 10	$1,607 10	$1,575 6	$1,583 3	$1,988 1	$1,336 6		$1,981 3	$1,417 3		$ 603 1
NON-TECHNICAL	Humanities	$1,083 1	$1,371 4	$1,096 36 $1,667 $ 672	$1,607 3	$2,042 2	$1,230 2	$1,778 3	$1,566 1	$1,896 5	$ 842 2					$1,939 3	$1,023 5	$2,172 3	$1,194 28 $1,500 $ 800
NON-TECHNICAL	Economics		$1,493 14	$1,380 12	$1,643 5			$1,875 2		$1,700 2	$1,800 1	$1,650 1		$1,088 2		$1,594 3	$1,270 4	$1,600 1	$1,178 6
NON-TECHNICAL	Other Social Sciences		$1,256 17	$1,166 39 $1,500 $ 750	$1,389 19	$1,417 1		$1,540 1	$1,550 1	$1,375 4	$ 788 1	$2,167 1		$1,546 5		$1,667 1	$1,525 12	$1,704 10	$1,231 44 $1,872 $ 720
MASTER'S DEGREE—INEXPERIENCED																			
	MBA—Non-Technical Undergraduate Degree	$2,102 18	$2,243 32 $2,500 $1,833	$1,752 12	$1,899 7	$2,205 3	$2,043 2	$2,209 2	$1,900 1	$2,338 4			$2,006 3	$2,418 2		$2,070 4	$1,500 1	$1,654 2	$1,901 3
	MBA—Technical Undergraduate Degree	$2,053 3	$2,833 1		$2,334 4	$2,427 2		$2,800 3			$2,916 1			$2,333 1					
BACHELOR'S SUMMARY																			
	Non-Technical Curricula	$1,665 740 $1,895 $1,500	$1,503 178 $1,958 $1,050	$1,347 309 $1,750 $ 900	$1,588 121 $1,958 $1,160	$1,776 18	$1,549 13	$1,752 27 $2,083 $1,500	$1,575 20 $1,800 $1,250	$1,669 44 $2,042 $1,250	$1,492 22 $1,800 $1,083	$1,607 8	$1,767 38 $1,875 $1,667	$1,414 16	$1,250 2	$1,680 22 $2,350 $ 900	$1,412 52 $1,670 $1,065	$1,584 36 $2,250 $1,166	$1,237 86 $1,855 $ 800
	Technical Curricula	$1,786 41 $2,042 $1,625	$1,815 37 $2,167 $1,458	$1,855 49 $2,333 $1,400	$2,202 860 $2,400 $2,000	$2,270 96 $2,500 $2,000	$2,006 63 $2,355 $1,680	$2,325 [illegible] $2,500 $2,083	$2,250 145 $2,500 $1,960	$2,296 45 $2,417 $1,667	$2,307 19	$2,207 46 $2,450 $1,750	$2,345 141 $2,800 $1,917	$2,122 62 $2,417 $1,800	$2,169 3	$2,153 102 $2,375 $1,800	$1,794 200 $2,083 $1,449	$1,829 38 $2,400 $1,200	$1,763 67 $2,250 $1,250

* Data in block tables are for period 9 1 84 through 12 7 84

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL												GOVT ■ NON-PROFIT		
	Accounting – Public	Banking, Finance & Insurance	M[illegible]andising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment	Food & Beverage Processing	Glass, Paper Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research & /or Consulting Organizations	Tire & Rubber	Utilities – Public (incl Transportation)	Government – Federal	Government – Local/State	Non-Profit Orgs & Educational Institutions
Aeronautical Engineering				$2,209 37 $2,383 $1,959				$2,250 2								$1,981 6		
Chemical Engineering		$3,100 1		$2,232 16	$2,334 2	$2,072 3	$2,387 66 $2,500 $2,266	$2,388 3	$2,349 10	$2,350 8	$2,375 1	$2,371 21 $2,525 $2,100		$2,167 1		$1,664 5	$2,000 1	
Civil Engineering (incl Construction, Sanitary, & Transportation Engrg.)			$1,400 1	$2,195 11		$1,893 27 $2,064 $1,768	$2,388 4	$1,666 1		$2,300 1		$2,137 5	$2,109 11		$1,888 12	$1,730 10	$1,828 25 $1,912 $1,666	
Electrical Engineering (incl. Computer Engrg.)	$2,000 1	$2,390 1	$2,000 1	$2,249 405 $2,440 $2,050	$2,313 24 $2,507 $2,083	$2,202 11	$2,444 16	$2,268 90 $2,500 $1,960	$2,454 2	$2,423 2	$2,355 10	$2,249 11	$2,276 23 $2,600 $2,000		$2,227 41 $2,400 $2,116	$1,800 95 $2,100 $1,449	$2,499 5	$2,240 4
Geological Engineering				$2,205 1								$2,525 2						
Industrial Engineering	$1,887 7		$1,983 2	$2,135 20 $2,326 $1,866	$2,308 10	$1,913 5	$2,323 14	$2,145 2	$2,366 11	$2,088 2	$2,180 2		$2,845 3		$2,285 4	$1,671 7		$1,548 2
Mechanical Engineering	$1,792 1	$1,554 2		$2,234 159 $2,383 $2,083	$2,209 40 $2,400 $2,068	$2,242 9	$2,326 18	$2,216 31 $2,400 $2,000	$2,295 10	$2,318 5	$2,224 17	$2,117 20 $2,465 $1,450	$2,176 9	$2,125 1	$2,278 23 $2,358 $2,183	$1,816 49 $1,931 $1,500	$1,912 1	
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,288 1	$2,299 3	$2,450 1	$2,300 1	$2,180 1			$2,273 6					$1,586 2		
Mining Engineering											$1,666 1	$1,900 1			$2,350 1			
Nuclear Engineering (incl. Engrg. Physics)	[illegible]			$2,167 2				$2,500 2			$2,300 1				$2,234 5			$1,700 3
Petroleum Engineering							$2,570 1					$2,639 51 $2,850 $2,200						
Engineering Technology			$1,917 2	$2,101 58 $2,297 $1,900	$2,654 7	$1,929 5	$2,388 1	$2,378 6	$2,354 4		$2,173 2	$2,386 3	$1,729 2		$2,079 2	$1,529 2		
Agricultural Sciences	$1,669 2	$1,500 1	$1,250 2	$1,770 1			$1,680 1		$1,464 5		$1,583 1	$1,917 1				$1,375 1	$1,106 1	$1,642 1
Biological Sciences				$1,416 3	$2,125 2		$1,790 6						$2,900 1				$1,280 2	$1,160 4
Chemistry				$1,900 1			$2,131 3		$1,670 1			$1,150 1			$1,575 1		$1,450 1	$1,766 1
Computer Sciences	$1,760 29 $2,066 $1,625	$1,888 29 $2,100 $1,458	$1,682 24 $1,983 $1,325	$2,097 126 $2,325 $1,833	$2,072 8		$2,164 5	$2,058 7	$1,750 2	$2,167 1	$2,010 5	$2,062 24 $2,250 $1,950	$1,878 11	$2,215 1	$1,889 10	$1,960 8		$1,892 4
Health (Medical) Professions			$2,206 16													$2,000 1	$1,500 1	$1,739 48 $2,250 $1,500
Mathematics		$1,729 2	$1,475 1	$2,161 12		$1,166 1	$1,875 1						$2,250 1		$2,416 1	$1,513 4		
Other Physical & Earth Sciences	$1,875 1	$1,166 1		$2,120 7		$1,800 1	$1,900 1					$1,900 1	$1,958 1		$1,944 2	$1,885 10	$ 959 1	

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2/85

CPC Salary Survey

A study of 1984-1985 beginning offers / Formal Report No. 1, January 1985

The December Preliminary Report gave us our first look at actual recruiting activity and starting salary offers for the 1984-85 season. What we saw in the data was both expected and unexpected.

On the one hand, the data confirmed that we are heading into an improved job market. The number of offers extended was up over the previous year in nearly every category.

On the other hand, many of the reported starting salaries seemed stalled at or even below last year's levels.

This January report gives us our second snapshot of the recruiting year. And what we see is not appreciably different from what we saw in December. The number of offers continues to gain momentum, with only a few exceptions. However, the downward pressure on starting salaries is still somewhat surprising.

Specifically, the lack of movement in several of the high-demand disciplines was unexpected. Computer science, with a reported average of $2,019, was still 1.3 percent below the July 1984 average, despite a healthy increase in the number of offers so far this year. And electrical and mechanical engineering recorded only negligible increases in starting rates of 0.7 percent and 0.6 percent, respectively.

Thirteen other disciplines reported either no increase or only measured increases of less than 1 percent to 3 percent. Only four posted gains of more than 3 percent, and six reported salaries below last year's closing figures.

In the "some things never change" category, petroleum engineering remained at the top with an average salary offer of $2,664 per month, a heady 8.1 percent gain. Although these graduates were particularly hard hit by the downturn in the oil industry and by the recession, they were so far out in front in terms of starting rates that they continued to command the top spot.

Chemical engineering was in second place with an average offer of $2,351, representing a 2.9 percent gain since July. The increases in both number of offers and starting salary seem to indicate that the market for these graduates is continuing to improve slowly after hitting bottom in 1983.

The three business disciplines each reported higher salary averages of about 2 percent to 3 percent. However, the number of offers in the business-general category dropped significantly compared with last year—808 offers reported in January 1984 compared with 635 in this report.

The number of offers at the master's level was up, compared with January 1984. This increased activity was concentrated in electrical engineering, with several other engineering and science disciplines also picking up more offers.

Both accounting graduates and MBA's with nontechnical undergraduate degrees experienced significant drops in the number of offers reported.

The January report covers the period from September 1, 1984, through January 4, 1985. The data include offers made to students graduating between September 1, 1984, and August 31, 1985. The 187 placement offices at the 163 participating colleges and universities reported 7,832 bachelor's offers, 1,023 offers to inexperienced and 86 offers to experienced master's degree candidates, and 104 doctoral offers.

Additional copies of this report may be obtained for 75 cents each.

Judith O'Flynn Kayser
Manager, Statistical Services

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 163 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Reports are issued in December, January, March, and July.

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers		Average $ Offers		Percent Change in $ Offers from	Percentiles		
	January 1985	January 1984	January 1985	July 1984	July 1984	90th	50th	10th
Business								
Accounting	1,684	1,570	$1,658	$1,627	1.9%	$1,858	$1,666	$1,483
Business—General (incl. Mgmt.)	635	808	1,584	1,555	1.9	2,000	1,575	1,200
Marketing & Distribution	416	381	1,532	1,485	3.2	1,875	1,500	1,208
Humanities and Social Sciences								
Humanities	137	91	1,326	1,477	−10.2	1,900	1,250	800
Economics[1]	73	54	1,468	1,665	−11.8	1,917	1,450	1,000
Other Social Sciences	206	165	1,335	1,452	− 8.1	1,872	1,250	833
Engineering								
Aeronautical	82	76	2,153	2,153	0	2,374	2,210	1,793
Chemical	295	198	2,351	2,285	2.9	2,500	2,390	2,125
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	238	208	1,920	1,897	1.2	2,290	1,912	1,635
Electrical (incl. Computer Engrg.)	1,674	1,460	2,229	2,213	0.7	2,458	2,280	1,867
Geological	11	10	2,310	2,041	13.2	*	*	*
Industrial	232	142	2,156	2,102	2.6	2,417	2,208	1,800
Mechanical	927	693	2,202	2,190	0.6	2,450	2,250	1,866
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	47	40	2,231	2,213	0.8	2,500	2,292	1,970
Mining	10	15	2,064	2,073	− 0.4	*	*	*
Nuclear (incl. Engrg. Physics)	21	14	2,221	2,199	1.0	2,360	2,258	2,033
Petroleum	104	87	2,664	2,464	8.1	2,875	2,750	2,200
Engineering Technology	155	185	2,144	2,078	3.2	2,416	2,166	1,790
Sciences								
Agricultural Sciences	49	55	1,440	1,418	1.6	1,800	1,435	1,100
Biological Sciences	26	17	1,490	1,402	6.3	2,000	1,479	1,000
Chemistry	19	25	1,764	1,756	0.5	*	*	*
Computer Science	642	482	2,019	2,046	− 1.3	2,316	2,065	1,650
Health (Medical) Professions	72	65	1,893	1,576	20.1	2,333	1,833	1,500
Mathematics	42	41	2,004	1,950	2.8	2,416	2,051	1,435
Other Physical & Earth Sciences	35	47	1,842	1,900	− 3.1	2,205	1,917	1,166
	7,832	6,929						

[1]Includes economics programs with both business and social science orientation.

*Not computed for fewer than 20 offers.

Participating Placement Offices

Akron
Alabama A & M
Arizona
Arizona State
Arkansas-Fayetteville
Auburn
Baylor
Bentley
Boston
Bridgeport
Brigham Young
Brown
Bucknell
Calif. Inst. Tech.
California
—Berkeley
—Los Angeles
Calif. Poly State-San Luis Obispo
California State
—Chico
—Fresno
—Long Beach
—Sacramento
Calif. State Poly-Pomona
Carnegie-Mellon
Case Western Reserve
Cedar Crest
Chicago - Grad Sch. of Bus.
City Univ. NY
—Bernard M. Baruch College
—City College
—Hunter College
Clemson
Cleveland State
Colorado
Colorado Mines
Colorado State
Columbia
Columbia - Grad Sch. of Bus.
Connecticut
Cornell
Dartmouth
Delaware
Delaware State
Denver
Detroit
Duke
Duke - Fuqua Sch. of Bus.
East Texas State
Fairleigh Dickinson-Teaneck
Florida A & M
George Washington
Georgia
Georgia Tech
Grambling State
Grove City
Houston
Idaho
IIT (Ill. Inst. Tech.)
Illinois at Chicago
Illinois - Urbana
—Engineering
—Commerce, Business
Indiana
IUP - Indiana, PA
Iowa
—Iowa Engineering
Iowa State
—Engineering
—Science, Humanities
Jackson State
Johnson & Wales
Kansas
—Arts
—Business
—Engineering
Kansas State
Kentucky
Lafayette
Lamar
Lehigh
Lincoln (PA)
Louisiana Tech
Maine-Orono
Mary Washington
MIT (Mass. Inst. Tech.)
MIT - Sloan Management
Mass. - Amherst
Memphis State
Michigan
—Ann Arbor Engineering
—Ann Arbor - Grad Sch. of Bus.
—Dearborn
Michigan State
Michigan Tech
Minnesota - Sch. of Management
Mississippi
Mississippi State
Missouri
—Columbia Engineering
—Kansas City
—Rolla
—St. Louis
Montana
Montana State
Morgan State
Mount Holyoke
Nebraska-Lincoln
Nevada-Reno
New Jersey Tech
New Mexico
New Mexico State
NYU - Grad Sch. of Bus.
North Carolina
—Chapel Hill
—Greensboro
North Carolina A & T State
North Dakota
North Texas State
Northern Arizona
Northern Colorado
Northwestern
Northwestern
—Kellogg Grad Sch.
Ohio
Ohio State
—Administrative
—Arts
—Engineering
Oklahoma
Oklahoma State
—Agriculture
—Engineering
—Univ. Placement
Oregon
Oregon State
Penn
Penn - Wharton Grad Sch.
Penn State
Penn State - Capitol Campus
Pittsburgh
Polytechnic Institute of NY
Portland State
Princeton
Purdue
Rensselaer
Rhode Island
Rochester
Rochester - Grad Sch. of Mgmt.
Rutgers
—Camden Arts, Science
—New Brunswick
San Diego State
San Jose State
Smith
South Dakota Mines
South Florida
Southern California
Southern Calif. - Grad Bus.
Southern Illinois
—Carbondale
—Edwardsville
Southern Methodist
Southern Univ. - Baton Rouge
Stanford
SUNY-Buffalo
Tennessee Knoxville
Tennessee State
Texas A & I
Texas A & M
Texas Tech
Texas
—Arlington
—Austin Bus. Admin.
—Austin Engineering
—El Paso
Toledo
Tulane
Union
Utah
Utah State
Vanderbilt
Vanderbilt - Owen Grad Sch.
Villanova
Virginia
Virginia - Colgate Darden
Virginia State
Virginia Tech
Wake Forest
Wake Forest - Babcock Grad Sch.
Washington
Washington State
Wayne State
West Virginia
Western Washington
Williams
Wisconsin - Madison
—Agriculture
—Arts
—Business
—Engineering
Worcester Poly
Yale - Org. & Mgmt.

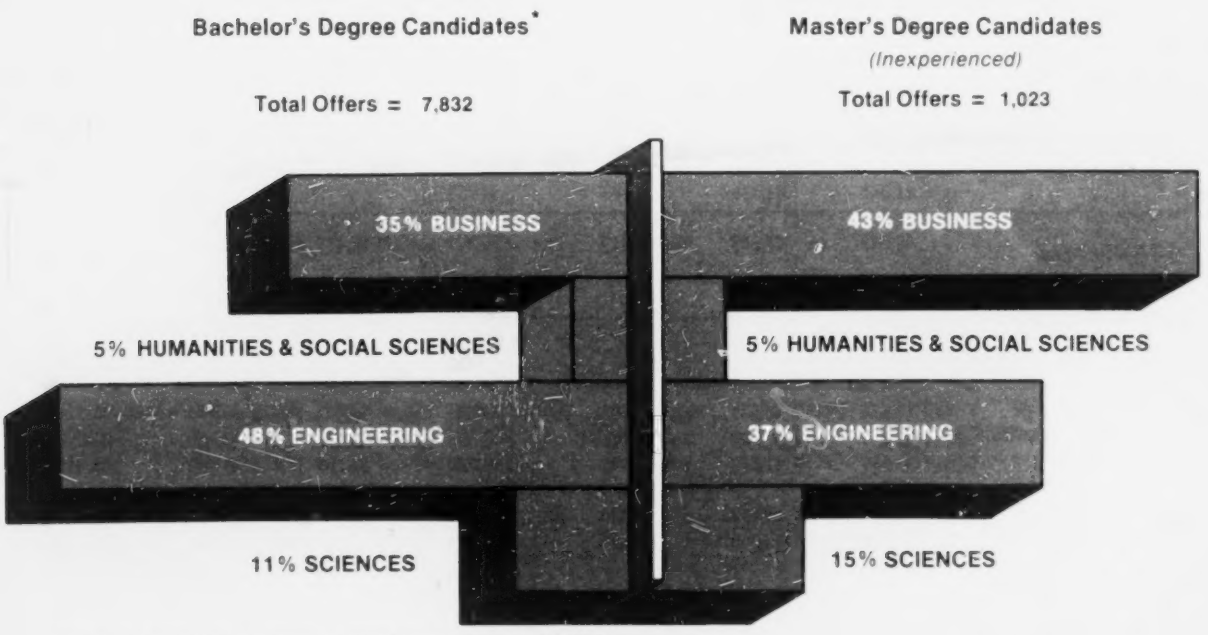
AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers		Average $ Offers		Percent Change in $ Offers from	Percentiles		
	January 1985	January 1984	January 1985	July 1984	July 1984	90th	50th	10th
Accounting/Auditing	1,728	1,555	$1,659	$1,626	2.0%	$1,875	$1,666	$1,475
Business Administration	423	369	1,552	1,537	1.0	2,025	1,529	1,065
Communications	86	46	1,228	1,493	−17.8	2,000	1,163	700
Community & Service Orgs. Work	34	46	1,404	1,263	11.2	2,500	1,234	800
EDP-Programming/Systems	682	543	2,042	2,040	0.1	2,333	2,083	1,700
Engineering	3,558	2,843	2,218	2,195	1.1	2,500	2,255	1,865
Farm & Natural Resources Mgmt.	27	15	1,429	1,379	3.6	1,700	1,450	1,050
Finance & Economics	173	201	1,623	1,677	− 3.2	2,000	1,625	1,250
Health (Medical) Services	82	75	1,831	1,530	19.7	2,333	1,750	1,264
Manufacturing &/or Industrial Oprs.	107	196	2,029	2,027	0.1	2,424	2,140	1,500
Mathematics/Statistics	36	37	1,968	1,870	5.2	2,375	2,092	1,435
Merchandising/Sales Promotion	356	332	1,434	1,412	1.6	1,775	1,417	1,161
Personnel/Employee Relations	26	34	1,687	1,509	11.8	2,425	1,550	1,083
Research—Non-Scientific	27	30	1,865	1,746	6.8	2,615	1,800	1,200
Research—Scientific	78	109	1,941	1,949	− 0.4	2,417	2,022	1,375
Rotational Training—Non-Technical	73	131	1,468	1,418	3.5	1,833	1,416	1,125
Rotational Training—Technical	20	54	1,881	2,070	− 9.1	2,326	2,052	1,333
Sales—Non-Technical Degree	282	286	1,554	1,525	1.9	2,000	1,540	1,165
Sales—Tech./Scientific Degree	34	27	2,143	1,957	9.5	2,417	2,200	1,816
	7,832	6,929						

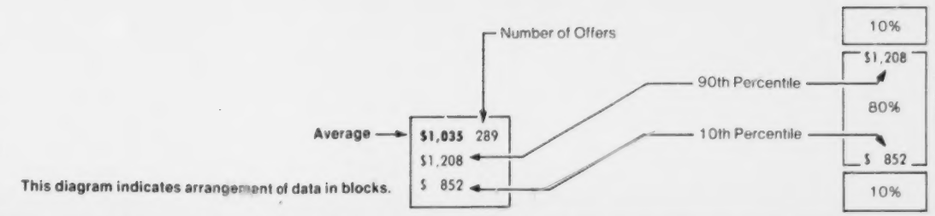
PROPORTION OF OFFERS BY CURRICULAR AREA



*Due to rounding of figures, total may not equal 100%

Monthly beginning salary offers to all candidates by curriculum and employer

Formal Report No. 1 ■ January 1985 ■ Data combined for men and women



This diagram indicates arrangement of data in blocks.

The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located. Not computed for fewer than 20 offers.

10 percent of the salary offers are higher than the 90th percentile.

10 percent of the salary offers are lower than the 10th percentile.

NON-TECHNICAL

CURRICULUM	BUSINESS: Accounting—Public	BUSINESS: Banking, Finance, & Insurance	BUSINESS: Merchandising (Retail & Wholesale) & Services	MANUFACTURING ■ INDUSTRIAL: Aerospace, Electronics, & Instruments	MANUFACTURING ■ INDUSTRIAL: Automotive & Mechanical Equipment	MANUFACTURING ■ INDUSTRIAL: Building Materials Mfrs. & Construction	MANUFACTURING ■ INDUSTRIAL: Chemicals, Drugs, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Electrical Machinery & Equipment	MANUFACTURING ■ INDUSTRIAL: Food & Beverage Processing	MANUFACTURING ■ INDUSTRIAL: Glass, Paper, Packaging, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Metals & Metal Products	MANUFACTURING ■ INDUSTRIAL: Petroleum & Allied Products (incl. Nat. Gas)	MANUFACTURING ■ INDUSTRIAL: Research &/or Consulting Organizations	MANUFACTURING ■ INDUSTRIAL: Tire & Rubber	MANUFACTURING ■ INDUSTRIAL: Utilities—Public (incl. Transportation)	GOVT ■ NON-PROFIT: Government—Federal	GOVT ■ NON-PROFIT: Government—Local/State	GOVT ■ NON-PROFIT: Non-Profit Orgs. & Educational Institutions
BACHELOR'S DEGREE																			
Accounting	$1,672 1,383 $1,850 $1,542	$1,566 45 $1,916 $1,125	$1,366 33 $1,833 $ 950	$1,673 28 $1,933 $1,416	$1,628 7	$1,750 2	$1,755 5	$1,500 9	$1,546 10	$1,646 8	$1,448 5	$1,774 75 $1,875 $1,625	$1,447 3	$1,858 2	$1,707 6	$1,433 21 $1,522 $1,333	$1,479 35 $1,746 $1,250	$1,680 7
Business—General (incl. Mgmt.)	$1,630 28 $1,917 $1,350	$1,573 148 $2,000 $1,200	$1,419 173 $1,708 $1,165	$1,669 98 $1,958 $1,340	$1,752 12	$1,555 15	$1,727 13	$1,586 12	$1,775 33 $2,042 $1,366	$1,771 12	$2,000 1	$1,813 37 $2,083 $1,690	$1,774 6	$1,316 3	$1,871 17	$1,389 10	$1,393 10	$1,376 7
Marketing & Distribution	$1,657 3	$1,479 21 $1,750 $1,200	$1,454 217 $1,750 $1,242	$1,657 64 $2,000 $1,200	$1,711 5	$1,633 8	$1,711 23 $2,110 $1,383	$1,674 15	$1,647 19	$1,582 12	$1,583 3	$1,776 6	$1,394 8		$1,227 4	$1,417 3		$1,542 5
Humanities	$1,083 1	$1,351 5	$1,213 56 $1,750 $ 720	$1,675 4	$2,042 2	$1,403 3	$1,778 3	$1,699 5	$1,694 9	$1,074 3		$1,300 1	$1,208 1		$1,939 3	$1,023 5	$1,461 7	$1,205 29 $1,500 $ 800
Economics		$1,457 18	$1,460 17	$1,593 7		$1,333 1	$1,722 3	$1,935 1	$1,200 2	$1,868 2	$1,650 1	$1,708 1	$1,267 3		$1,594 3	$1,314 5	$1,560 2	$1,248 7
Other Social Sciences		$1,259 22 $1,650 $ 900	$1,233 57 $1,575 $ 833	$1,361 24 $2,051 $ 800	$1,417 1	$1,200 1	$1,624 3	$1,417 3	$1,375 4	$1,121 2	$2,167 1	$2,615 2	$1,546 5		$1,667 1	$1,524 16	$1,531 15	$1,241 49 $1,872 $ 720
MASTER'S DEGREE-INEXPERIENCED																		
MBA—Non-Technical Undergraduate Degree	$2,010 40 $2,291 $1,667	$2,223 51 $2,500 $1,833	$1,831 27 $2,200 $1,385	$2,089 23 $2,350 $1,750	$2,150 6	$2,056 3	$2,739 3	$2,017 3	$2,365 7	$2,083 1		$1,965 4	$2,482 7		$2,109 7	$1,500 1	$1,903 6	$1,901 3
MBA—Technical Undergraduate Degree	$2,049 5	$2,583 2	$2,417 1	$2,321 11	$2,479 3		$2,816 7		$2,666 2	$2,916 1		$2,779 4	$2,404 2		$1,800 1			
BACHELOR'S SUMMARY																		
Non-Technical Curricula	$1,671 1,415 $1,850 $1,540	$1,525 259 $2,000 $1,100	$1,391 553 $1,750 $1,000	$1,631 225 $1,958 $1,200	$1,721 27 $2,100 $1,250	$1,555 30 $1,775 $1,200	$1,719 50 $2,050 $1,416	$1,607 45 $2,000 $1,250	$1,669 77 $2,042 $1,250	$1,605 39 $2,000 $1,102	$1,619 11	$1,795 122 $2,030 $1,650	$1,495 26 $1,975 $1,000	$1,533 5	$1,742 34 $2,208 $1,250	$1,405 60 $1,670 $1,065	$1,478 69 $1,900 $1,000	$1,284 104 $1,872 $ 830
Technical Curricula	$1,828 61 $2,100 $1,667	$1,747 73 $2,200 $1,225	$1,794 84 $2,333 $1,400	$2,237 1,886 $2,425 $2,025	$2,290 216 $2,502 $2,049	$2,067 162 $2,394 $1,750	$2,331 277 $2,500 $2,100	$2,252 257 $2,480 $2,000	$2,231 105 $2,425 $1,669	$2,288 52 $2,450 $2,000	$2,256 110 $2,450 $2,000	$2,395 346 $2,800 $2,000	$2,082 138 $2,440 $1,650	$2,236 8	$2,216 280 $2,415 $1,950	$1,789 455 $2,083 $1,500	$1,732 88 $1,917 $1,400	$1,784 83 $2,292 $1,250

Bachelor's Degree

TECHNICAL

CURRICULUM	BUSINESS: Accounting—Public	BUSINESS: Banking, Finance, & Insurance	BUSINESS: Merchandising (Retail & Wholesale) & Services	MANUFACTURING & INDUSTRIAL: Aerospace, Electronics, & Instruments	MANUFACTURING & INDUSTRIAL: Automotive & Mechanical Equipment	MANUFACTURING & INDUSTRIAL: Building Materials Mfrs. & Construction	MANUFACTURING & INDUSTRIAL: Chemicals, Drugs, & Allied Products	MANUFACTURING & INDUSTRIAL: Electrical Machinery & Equipment	MANUFACTURING & INDUSTRIAL: Food & Beverage Processing	MANUFACTURING & INDUSTRIAL: Glass, Paper, Packaging, & Allied Products	MANUFACTURING & INDUSTRIAL: Metals & Metal Products	MANUFACTURING & INDUSTRIAL: Petroleum & Allied Products (incl. Nat. Gas)	MANUFACTURING & INDUSTRIAL: Research &/or Consulting Organizations	MANUFACTURING & INDUSTRIAL: Tire & Rubber	MANUFACTURING & INDUSTRIAL: Utilities—Public (incl. Transportation)	GOVT & NON-PROFIT: Government—Federal	GOVT & NON-PROFIT: Government—Local/State	GOVT & NON-PROFIT: Non-Profit Orgs. & Educational Institutions
Aeronautical Engineering	$2,100 1			$2,225 66 $2,375 $2,083				$2,250 2									$1,780 13		
Chemical Engineering		$3,100 1		$2,268 38 $2,450 $2,083	$2,334 2	$2,217 13	$2,379 118 $2,500 $2,275	$2,302 6	$2,382 27 $2,483 $2,240	$2,347 15	$2,420 2	$2,441 53 $2,600 $2,250	$2,380 2	$2,254 2	$2,425 7	$1,779 8	$2,000 1	
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)			$1,400 1	$2,193 17		$1,916 60 $2,100 $1,733	$2,307 5	$1,833 2		$2,300 1	$2,113 2	$2,227 13	$1,992 29 $2,291 $1,650		$1,978 24 $2,208 $1,700	$1,805 20 $1,917 $1,500	$1,738 64 $1,912 $1,633	
Electrical Engineering (incl. Computer Engrg.)	$2,000 1	$2,390 1	$2,411 3	$2,291 938 $2,458 $2,100	$2,324 58 $2,510 $2,100	$2,229 38 $2,450 $2,050	$2,432 36 $2,633 $2,275	$2,264 149 $2,500 $2,000	$2,444 3	$2,360 11	$2,320 20 $2,500 $2,200	$2,364 32 $2,667 $1,958	$2,278 43 $2,475 $2,000		$2,277 116 $2,425 $2,165	$1,791 212 $2,067 $1,505	$2,430 6	$2,174 7
Geological Engineering				$2,205 1								$2,445 7	$2,196 2				$1,700 1	
Industrial Engineering	$1,971 9		$2,103 7	$2,190 62 $2,400 $1,906	$2,290 24 $2,475 $2,000	$2,088 8	$2,283 23 $2,391 $2,150	$2,223 10	$2,333 27 $2,417 $2,083	$2,088 9	$2,125 6		$2,045 3	$2,167 1	$2,188 15	$1,758 25 $2,150 $1,506		$1,992 3
Mechanical Engineering	$1,792 1	$1,554 2		$2,239 326 $2,383 $2,083	$2,284 103 $2,502 $2,068	$2,235 28 $2,650 $2,000	$2,370 53 $2,500 $2,210	$2,252 57 $2,433 $2,058	$2,321 23 $2,425 $2,166	$2,363 12	$2,262 48 $2,450 $2,083	$2,319 62 $2,650 $2,000	$2,158 19	$2,249 4	$2,285 63 $2,425 $2,200	$1,800 124 $2,125 $1,506	$1,912 1	$2,000 1
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,204 9	$2,313 5	$2,225 2	$2,390 4	$2,215 2	$1,970 1		$2,349 18				$2,281 2	$1,548 4		
Mining Engineering						$1,633 1					$1,666 1	$2,150 2			$2,350 4	$1,916 1	$1,725 1	
Nuclear Engineering (incl. Engrg. Physics)				$2,194 3				$2,395 5			$2,300 1				$2,240 8	$1,686 2		$2,250 2
Petroleum Engineering							$2,570 1				$2,400 1	$2,667 101 $2,875 $2,200			$2,700 1			
Engineering Technology			$1,778 3	$2,129 94 $2,300 $1,916	$2,431 9	$1,918 7	$2,338 2	$2,314 8	$2,357 7		$2,240 3	$2,493 7	$1,854 4		$1,965 4	$1,840 5	$1,615 2	
Agricultural Sciences	$1,669 2	$1,324 10	$1,329 7	$1,770 1		$1,125 2	$1,750 3	$2,000 1	$1,490 10		$1,583 1	$1,917 1	$1,300 2			$1,340 4	$1,319 3	$1,546 2
Biological Sciences				$1,416 3	$2,125 2		$1,790 6		$1,650 2				$1,421 5				$1,133 3	$1,138 5
Chemistry				$2,033 2			$1,996 6		$1,670 1	$1,945 2		$1,367 2			$1,575 1		$1,801 2	$1,332 3
Computer Science	$1,797 46 $2,066 $1,625	$1,804 55 $2,200 $1,428	$1,652 46 $1,983 $1,325	$2,128 295 $2,350 $1,900	$2,093 13	$2,322 1	$2,181 18	$2,124 14	$1,979 4	$2,234 2	$2,064 7	$2,097 64 $2,300 $2,000	$2,030 24 $2,650 $1,350	$2,215 1	$2,020 30 $2,250 $1,875	$1,827 16	$1,572 1	$1,780 5
Health (Medical) Professions			$2,206 16													$2,000 1	$1,500 1	$1,805 54 $2,166 $1,500
Mathematics		$1,764 3	$1,475 1	$2,196 22 $2,491 $1,958		$1,166 1	$1,875 1	$2,166 1				$2,000 1	$2,371 2		$2,166 3	$1,576 6		$1,200 1
Other Physical & Earth Sciences	$1,875 1	$1,166 1		$2,040 9		$1,800 1	$1,900 1					$1,900 1	$1,564 3		$1,944 2	$1,923 14	$ 980 2	

AVERAGE MONTHLY SALARY OFFERS

Master's Candidates-Inexperienced[1]

(Data Combined for Men and Women)

Graduate Program	Number of Offers: January 1985	Number of Offers: January 1984	Average $ Offers: January 1985	Average $ Offers: July 1984	Percent Change in $ Offers from July 1984	Percentiles: 90th	Percentiles: 50th	Percentiles: 10th
Business								
Accounting	165	227	$2,041	$1,933	5.6%	$2,333	$2,041	$1,750
MBA—Non-technical undergraduate								
Less than 1 year	192	248	2,093	2,375	−11.9	2,500	2,093	1,625
Over 1 to 2 years[2]	30	52	2,373	2,694	−11.9	3,000	2,357	1,750
Over 2 to 4 years[2]	19	21	2,548	2,768	− 8.0	*	*	*
Over 4 years[2]	23	31	2,634	2,818	− 6.5	3,917	2,500	1,800
MBA—Technical undergraduate								
Less than 1 year	39	35	2,474	2,541	− 2.6	2,910	2,417	1,915
Over 1 to 2 years[2]	6	8	2,465	2,778	−11.3	*	*	*
Over 2 to 4 years[2]	2	8	2,625	2,896	− 9.4	*	*	*
Over 4 years[2]	6	+	2,726	3,004	− 9.3	*	*	*
MS—Business (incl. Management, Marketing, Finance, etc.)	29	34	2,179	2,279	− 4.4	2,500	2,208	1,916
Industrial Mgmt. (incl. Industrial Admin.)	4	8	2,261	2,223	1.7	*	*	*
Administration (incl. Public, Hospital, etc.)	12	10	2,241	1,929	16.2	*	*	*
Humanities and Social Sciences								
Humanities	13	10	1,739	1,561	11.4	*	*	*
Social Sciences	35	23	1,612	1,648	− 2.2	2,000	1,500	1,200
Engineering								
Chemical	18	24	2,363	2,557	− 7.6	*	*	*
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	59	31	2,297	2,227	3.1	2,775	2,314	1,800
Electrical (incl. Computer Engrg.)	203	98	2,688	2,584	4.0	2,941	2,700	2,417
Industrial	19	22	2,358	2,504	− 5.8	*	*	*
Mechanical	77	57	2,494	2,524	− 1.2	2,800	2,500	2,165
Nuclear (incl. Engrg. Physics)	7	2	2,569	2,471	4.0	*	*	*
Sciences								
Chemistry	6	8	1,855	2,228	−16.7	*	*	*
Computer Science	90	58	2,496	2,505	− 0.4	2,850	2,500	2,041
Geology & Related Geological Sciences	37	10	2,485	2,440	1.8	2,775	2,667	1,835
Mathematics	6	4	2,520	2,397	5.1	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	12	13	2,569	2,480	3.6	*	*	*
	1,109	1,042						

Doctoral Candidates

Engineering								
Chemical	18	11	$3,333	$3,239	2.9%	*	*	*
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	2	2	2,750	3,108	−11.5	*	*	*
Electrical (incl. Computer Engrg.)	18	20	3,460	3,430	0.9	*	*	*
Mechanical	9	4	2,863	3,199	−10.5	*	*	*
Sciences								
Chemistry	33	19	2,872	2,960	− 3.0	$3,333	$3,000	$1,800
Mathematics (incl. Operations Research, Statistics, & Actuarial Science)	4	5	2,125	2,963	−28.3	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	8	1	3,242	3,212	0.9	*	*	*
Physics	12	9	3,203	3,201	0.1	*	*	*
	104	71						

[1]One year or less of full-time, non-military employment unless otherwise indicated.
[2]Years of previous full-time, non-military employment.

*Not computed for fewer than 20 offers.
+No offers reported.

A3440-2-U

The College Placement Council
62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

A study of 1984-1985 beginning offers / Formal Report No. 2, March 1985

Optimistic projections greeted the 1984-85 college recruiting season. Surveys showed that employers planned to hire more new college graduates than they had last year.

Therefore, there was no surprise when both the December and January *Salary Survey* reports indicated an increase in the number of job offers, reflecting the improved economy. What came as a surprise was that the increased demand, in many cases, was not translated into higher beginning salary offers. In fact, the salary averages in a number of disciplines remained unchanged or fell below last year's levels.

In this March report, another unexpected development has emerged. The number of job offers has leveled off, hovering only slightly above the level reported at this time last year. Salaries, however, have started to make slow gains. All but four disciplines are now above the July 1984 closing figures. And most reported solid 2 percent to 3 percent gains, with three disciplines posting gains of more than 3 percent.

Petroleum engineering topped the salary list again, but the monthly average of $2,660 actually slipped several dollars below the average reported in January ($2,664).

Chemical engineering retained its traditional second-place spot with an average of $2,374, a 3.9 percent increase since July. The continued increase in the number of offers and average starting salary for this discipline is welcome news to these graduates.

The three business disciplines reported salary increases of 2 percent to 3 percent, with accounting topping this group with an average offer of $1,676. Although both accounting and business-general inched up from 1.9 percent increases reported in January to 3.0 percent and 2.4 percent, respectively, both disciplines lagged behind last year in the reported number of job offers.

A continuing surprise is the lack of movement in the starting salary average for computer science. While this discipline made strong gains in the number of offers, the average salary of $2,051 was just 0.2 percent above the July figure of $2,046.

The number of offers at the master's level fell short of last year's figure. MBA's with non-technical undergraduate degrees in particular experienced significant drops. And even candidates with technical backgrounds reported figures below last year's levels. The most notable exception was electrical engineering, which reported increases in both the number of offers and starting salary. The 5.1 percent salary increase since July brought the average to $2,716.

The March report covers the period from September 1, 1984, through March 1, 1985. The data include offers made to students graduating between September 1, 1984, and August 31, 1985. The 187 placement offices at the 163 participating colleges and universities reported 14,995 bachelor's offers, 1,917 offers to inexperienced and 209 offers to experienced master's-degree candidates, and 225 doctoral offers.

Salary Survey reports are available only to CPC members and subscribers to the *Salary Survey* package. Additional copies of this report may be obtained for 75 cents each.

Judith O'Flynn Kayser
Manager, Statistical Services

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 163 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Reports are issued in December, January, March, and July.

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers March 1985	Number of Offers March 1984	Average $ Offers March 1985	Average $ Offers July 1984	Percent Change in $ Offers from July 1984	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	3,269	3,454	$1,676	$1,627	3.0%	$1,875	$1,667	$1,500
Business—General (incl. Mgmt.)	1,081	1,385	1,593	1,555	2.4	2,000	1,583	1,200
Marketing & Distribution	583	594	1,533	1,485	3.2	1,900	1,500	1,200
Humanities and Social Sciences								
Humanities	246	153	1,388	1,477	– 6.0	2,000	1,310	833
Economics[1]	130	87	1,609	1,665	– 3.4	2,010	1,600	1,150
Other Social Sciences	314	267	1,381	1,452	– 4.9	2,000	1,300	883
Engineering								
Aeronautical	192	142	2,204	2,153	2.4	2,405	2,240	1,931
Chemical	724	629	2,374	2,285	3.9	2,500	2,417	2,200
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	395	415	1,968	1,897	3.7	2,315	1,930	1,635
Electrical (incl. Computer Engrg.)	3,416	3,053	2,258	2,213	2.0	2,477	2,300	1,931
Geological	28	26	2,243	2,041	9.9	2,500	2,424	1,700
Industrial	435	340	2,174	2,102	3.4	2,417	2,208	1,866
Mechanical	1,873	1,642	2,240	2,190	2.3	2,465	2,275	1,930
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	96	93	2,278	2,213	2.9	2,450	2,300	2,034
Mining	15	22	2,085	2,073	0.6	*	*	*
Nuclear (incl. Engrg. Physics)	36	26	2,264	2,199	3.0	2,392	2,300	2,033
Petroleum	186	179	2,660	2,464	8.0	2,875	2,750	2,300
Engineering Technology	289	339	2,136	2,078	2.8	2,400	2,166	1,800
Sciences								
Agricultural Sciences	83	121	1,437	1,418	1.3	1,800	1,450	1,106
Biological Sciences	40	30	1,435	1,402	2.4	1,858	1,354	1,100
Chemistry	58	48	1,813	1,756	3.3	2,167	1,900	1,250
Computer Science	1,250	1,137	2,051	2,046	0.2	2,337	2,100	1,667
Health (Medical) Professions	91	162	1,819	1,576	15.4	2,333	1,750	1,416
Mathematics	99	92	1,990	1,950	2.1	2,383	2,037	1,483
Other Physical & Earth Sciences	66	74	1,824	1,900	– 4.0	2,424	1,909	1,042
	14,995	14,510						

[1]Includes economics programs with both business and social science orientation.

*Not computed for fewer than 20 offers.

Participating Placement Offices

Akron
Alabama A & M
Arizona
Arizona State
Arkansas-Fayetteville
Auburn
Baylor
Bentley
Boston
Bridgeport
Brigham Young
Brown
Bucknell
Calif. Inst. Tech
California
—Berkeley
—Los Angeles
Calif. Poly State-San Luis Obispo
California State
—Chico
—Fresno
—Long Beach
—Sacramento
Calif. State Poly-Pomona
Carnegie-Mellon
Case Western Reserve
Cedar Crest
Chicago - Grad Sch. of Bus.
City Univ. NY
—Bernard M. Baruch College
—City College
—Hunter College
Clemson
Cleveland State
Colorado
Colorado Mines
Colorado State
Columbia
Columbia - Grad Sch. of Bus.
Connecticut
Cornell
Dartmouth
Delaware
Delaware State
Denver
Detroit
Duke
Duke - Fuqua Sch. of Bus.
East Texas State
Fairleigh Dickinson-Teaneck
Florida A & M
George Washington
Georgia
Georgia Tech
Grambling State
Grove City
Houston
Idaho
IIT (Ill. Inst. Tech.)
Illinois at Chicago
Illinois - Urbana
—Engineering
—Commerce, Business
Indiana
IUP - Indiana, PA
Iowa
—Iowa - Engineering
Iowa State
- Engineering
—Science, Humanities
Jackson State
Johnson & Wales
Kansas
—Arts
—Business
—Engineering
Kansas State
Kentucky
Lafayette
Lamar
Lehigh
Lincoln (PA)
Louisiana Tech
Maine-Orono
Mary Washington
MIT (Mass. Inst. Tech.)
MIT - Sloan Management
Mass. - Amherst
Memphis State
Michigan
—Ann Arbor Engineering
—Ann Arbor - Grad Sch. of Bus.
—Dearborn
Michigan State
Michigan Tech
Minnesota - Sch. of Management
Mississippi
Mississippi State
Missouri
- Columbia Engineering
- Kansas City
- Rolla
- St. Louis
Montana
Montana State
Morgan State
Mount Holyoke
Nebraska-Lincoln
Nevada-Reno
New Jersey Tech
New Mexico
New Mexico State
NYU - Grad Sch. of Bus.
North Carolina
—Chapel Hill
—Greensboro
North Carolina A & T State
North Dakota
North Texas State
Northern Arizona
Northern Colorado
Northwestern
Northwestern
—Kellogg Grad Sch.
Ohio
Ohio State
—Administrative
—Arts
—Engineering
Oklahoma
Oklahoma State
—Agriculture
—Engineering
—Univ. Placement
Oregon
Oregon State
Penn
Penn - Wharton Grad Sch.
Penn State
Penn State - Capitol Campus
Pittsburgh
Polytechnic Institute of NY
Portland State
Princeton
Purdue
Rensselaer
Rhode Island
Rochester
Rochester - Grad Sch. of Mgmt.
Rutgers
—Camden Arts, Science
—New Brunswick
San Diego State
San Jose State
Smith
South Dakota Mines
South Florida
Southern California
Southern Calif. - Grad Bus.
Southern Illinois
—Carbondale
—Edwardsville
Southern Methodist
Southern Univ. - Baton Rouge
Stanford
SUNY-Buffalo
Tennessee Knoxville
Tennessee State
Texas A & I
Texas A & M
Texas Tech
Texas
—Arlington
—Austin Bus. Admin.
—Austin Engineering
—El Paso
Toledo
Tulane
Union
Utah
Utah State
Vanderbilt
Vanderbilt - Owen Grad Sch.
Villanova
Virginia
Virginia - Colgate Darden
Virginia State
Virginia Tech
Wake Forest
Wake Forest - Babcock Grad Sch.
Washington
Washington State
Wayne State
West Virginia
Western Washington
Williams
Wisconsin - Madison
—Agriculture
—Arts
—Business
—Engineering
Worcester Poly
Yale - Org. & Mgmt.

AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

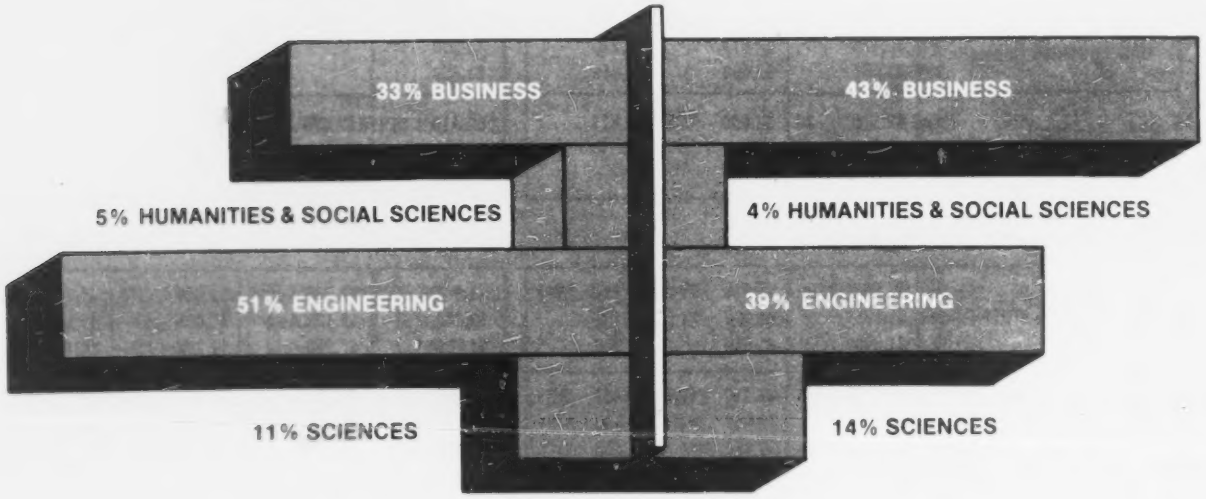
(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers		Average $ Offers		Percent Change in $ Offers from July 1984	Percentiles		
	March 1985	March 1984	March 1985	July 1984		90th	50th	10th
Accounting/Auditing	3,416	3,455	$1,681	$1,626	3.4%	$1,915	$1,667	$1,500
Business Administration	656	654	1,569	1,537	2.1	2,042	1,554	1,083
Communications	133	85	1,439	1,493	– 3.6	2,260	1,250	784
Community & Service Orgs. Work	61	72	1,370	1,263	8.5	2,125	1,217	870
EDP-Programming/Systems	1,393	1,241	2,066	2,040	1.3	2,350	2,100	1,700
Engineering	7,157	6,400	2,253	2,195	2.6	2,500	2,300	1,917
Farm & Natural Resources Mgmt.	37	38	1,443	1,379	4.6	1,916	1,450	1,050
Finance & Economics	271	303	1,628	1,677	– 2.9	2,000	1,650	1,200
Health (Medical) Services	108	184	1,730	1,530	13.1	2,333	1,700	1,230
Manufacturing &/or Industrial Oprs.	218	324	2,052	2,027	1.2	2,425	2,145	1,583
Mathematics/Statistics	59	74	1,959	1,870	4.8	2,361	2,040	1,435
Merchandising/Sales Promotion	530	521	1,431	1,412	1.4	1,783	1,416	1,100
Personnel/Employee Relations	75	86	1,772	1,509	17.4	2,460	1,750	1,000
Research—Non-Scientific	55	67	1,887	1,746	8.1	2,558	1,833	1,225
Research—Scientific	160	206	1,944	1,949	– 0.3	2,425	2,018	1,300
Rotational Training—Non-Technical	128	195	1,471	1,418	3.7	1,850	1,416	1,125
Rotational Training—Technical	51	97	2,029	2,070	– 2.0	2,410	2,167	1,333
Sales—Non-Technical Degree	432	458	1,575	1,525	3.3	2,000	1,542	1,200
Sales—Tech./Scientific Degree	55	50	2,141	1,957	9.4	2,490	2,200	1,800
	14,995	14,510						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates

Total Offers = 14,995



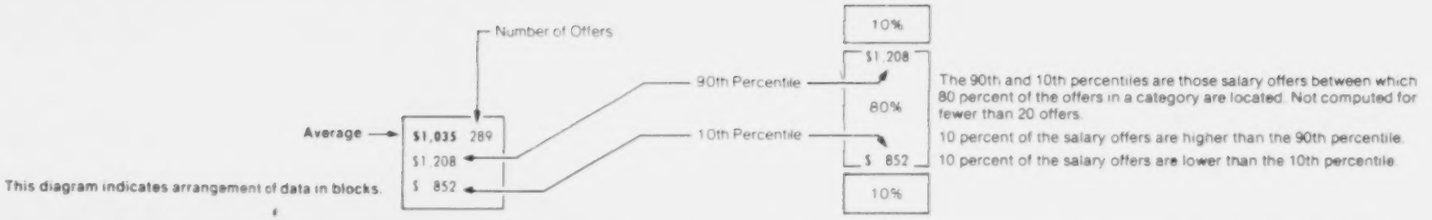
Master's Degree Candidates

(Inexperienced)

Total Offers = 1,917

Monthly beginning salary offers to all candidates by curriculum and employer

Formal Report No. 2 ■ March 1985 ■ Data combined for men and women


Number of Offers
10%
$1,208
90th Percentile
The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located. Not computed for fewer than 20 offers.
Average
$1,035 289
80%
10th Percentile
10 percent of the salary offers are higher than the 90th percentile.
$ 852
10 percent of the salary offers are lower than the 10th percentile.
This diagram indicates arrangement of data in blocks.
10%

NON-TECHNICAL / TECHNICAL

CURRICULUM	BUSINESS: Accounting—Public	BUSINESS: Banking, Finance, & Insurance	BUSINESS: Merchandising (Retail & Wholesale) & Services	MANUFACTURING ■ INDUSTRIAL: Aerospace, Electronics, & Instruments	MANUFACTURING ■ INDUSTRIAL: Automotive & Mechanical Equipment	MANUFACTURING ■ INDUSTRIAL: Building Materials Mfrs. & Construction	MANUFACTURING ■ INDUSTRIAL: Chemicals, Drugs, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Electrical Machinery & Equipment	MANUFACTURING ■ INDUSTRIAL: Food & Beverage Processing	MANUFACTURING ■ INDUSTRIAL: Glass, Paper, Packaging, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Metals & Metal Products	MANUFACTURING ■ INDUSTRIAL: Petroleum & Allied Products (incl. Nat. Gas)	MANUFACTURING ■ INDUSTRIAL: Research &/or Consulting Organizations	MANUFACTURING ■ INDUSTRIAL: Tire & Rubber	MANUFACTURING ■ INDUSTRIAL: Utilities—Public (incl. Transportation)	GOV'T ■ NON-PROFIT: Government—Federal	GOV'T ■ NON-PROFIT: Government—Local/State	GOV'T ■ NON-PROFIT: Non-Profit Orgs. & Educational Institutions
BACHELOR'S DEGREE																		
Accounting	$1,682 2,735 $1,875 $1,550	$1,555 69 $1,916 $1,125	$1,427 59 $1,875 $1,000	$1,712 52 $2,050 $1,500	$1,682 12	$1,646 11	$1,710 15	$1,693 22 $2,000 $1,417	$1,594 20 $1,917 $1,250	$1,818 16	$1,601 9	$1,788 140 $1,906 $1,675	$1,591 6	$1,822 3	$1,837 19	$1,432 29 $1,525 $1,200	$1,472 40 $1,676 $1,250	$1,619 12
Business—General (incl. Mgmt.)	$1,685 57 $2,067 $1,350	$1,540 231 $2,000 $1,167	$1,412 280 $1,708 $1,127	$1,683 159 $2,100 $1,320	$1,759 21 $2,166 $1,250	$1,554 35 $1,825 $1,225	$1,813 27 $2,200 $1,450	$1,617 16	$1,742 56 $2,042 $1,250	$1,808 32 $2,050 $1,500	$1,570 5	$1,822 62 $2,083 $1,670	$1,762 15	$1,467 4	$1,921 33 $2,275 $1,650	$1,398 18	$1,384 15	$1,573 15
Marketing & Distribution	$1,681 4	$1,500 31 $1,750 $1,200	$1,437 298 $1,750 $1,200	$1,646 80 $2,000 $1,200	$1,795 8	$1,626 15	$1,740 29 $2,150 $1,383	$1,655 21 $1,875 $1,400	$1,689 30 $2,000 $1,416	$1,665 19	$1,537 7	$1,717 9	$1,431 10	$1,475 1	$1,559 12	$1,417 3		$1,552 6
Humanities	$1,083 1	$1,357 17	$1,244 96 $1,750 $ 900	$1,752 18	$1,728 4	$1,280 4	$1,728 8	$1,818 6	$1,767 12	$1,250 4		$1,300 1	$1,422 3		$1,899 8	$1,370 11	$1,304 16	$1,260 37 $1,800 $ 833
Economics	$1,721 7	$1,647 35 $2,400 $1,000	$1,415 21 $1,915 $1,000	$1,629 9		$1,579 2	$1,747 7	$2,343 2	$1,462 4	$1,785 3	$1,650 1	$1,708 1	$1,827 17		$1,594 3	$1,345 6	$1,634 4	$1,259 8
Other Social Sciences	$1,917 1	$1,263 31 $1,650 $ 900	$1,274 93 $1,583 $ 900	$1,479 30 $2,100 $ 833	$1,417 1	$1,500 3	$1,887 6	$1,513 4	$1,458 7	$1,121 2	$2,167 1	$2,615 2	$1,544 11		$2,188 11	$1,478 21 $1,840 $1,153	$1,465 25 $2,167 $ 950	$1,200 65 $1,667 $ 750
MASTER'S DEGREE-INEXPERIENCED																		
MBA—Non-Technical Undergraduate Degree	$2,074 96 $2,475 $1,667	$2,302 90 $2,677 $2,000	$1,867 35 $2,210 $1,416	$2,169 37 $2,500 $1,750	$2,165 9	$2,056 3	$2,517 12	$2,027 7	$2,569 11	$2,179 4		$2,067 5	$2,633 13		$2,187 10	$1,724 14	$1,761 8	$1,901 3
MBA—Technical Undergraduate Degree	$2,110 20 $2,250 $1,915	$2,608 5	$2,417 1	$2,410 21 $2,750 $2,200	$2,479 3		$2,769 13		$2,666 2	$2,777 3		$2,748 5	$2,404 2		$2,327 3			
BACHELOR'S SUMMARY																		
Non-Technical Curricula	$1,682 2,805 $1,875 $1,550	$1,520 414 $2,000 $1,050	$1,387 847 $1,750 $1,000	$1,664 348 $2,041 $1,250	$1,735 46 $2,125 $1,250	$1,567 70 $1,825 $1,200	$1,766 92 $2,125 $1,416	$1,683 71 $2,000 $1,250	$1,685 129 $2,042 $1,250	$1,726 76 $2,050 $1,416	$1,602 23 $2,000 $1,100	$1,800 215 $2,000 $1,667	$1,655 62 $2,083 $1,040	$1,601 8	$1,873 86 $2,430 $1,295	$1,422 88 $1,783 $1,065	$1,436 100 $1,833 $1,000	$1,308 143 $1,872 $ 830
Technical Curricula	$1,944 128 $2,208 $1,667	$1,750 128 $2,167 $1,250	$1,802 123 $2,333 $1,400	$2,258 3,874 $2,448 $2,058	$2,331 435 $2,510 $2,083	$2,069 297 $2,400 $1,680	$2,334 705 $2,500 $2,120	$2,260 465 $2,458 $2,042	$2,220 160 $2,425 $1,670	$2,312 222 $2,458 $2,042	$2,260 239 $2,465 $2,000	$2,407 719 $2,800 $2,030	$2,095 257 $2,500 $1,646	$2,290 24 $2,415 $2,150	$2,253 577 $2,455 $1,973	$1,801 770 $2,091 $1,500	$1,700 130 $1,912 $1,400	$1,707 119 $2,300 $1,167

TECHNICAL

Bachelor's Degree

CURRICULUM	BUSINESS			MANUFACTURING ■ INDUSTRIAL				
	Accounting—Public	Banking, Finance, & Insurance	Merchandising (Retail & Wholesale) & Services	Aerospace, Electronics, & Instruments	Automotive & Mechanical Equipment	Building Materials Mfrs. & Construction	Chemicals, Drugs, & Allied Products	Electrical Machinery & Equipment
Aeronautical Engineering	$2,155 2		$2,583 1	$2,264 159 $2,405 $2,118				$2,250 2
Chemical Engineering		$3,100 1		$2,307 65 $2,450 $2,083	$2,451 7	$2,214 17	$2,392 307 $2,500 $2,300	$2,317 11
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)	$2,264 7		$1,817 3	$2,179 31 $2,325 $2,000	$2,416 1	$1,945 111 $2,166 $1,733	$2,251 12	$2,096 5
Electrical Engineering (incl. Computer Engrg.)	$2,112 6	$2,390 1	$2,284 9	$2,308 2,056 $2,475 $2,136	$2,357 114 $2,510 $2,167	$2,270 56 $2,500 $2,075	$2,399 84 $2,508 $2,266	$2,271 245 $2,500 $2,083
Geological Engineering				$2,143 2				
Industrial Engineering	$2,082 31 $2,208 $1,917	$1,755 2	$2,103 7	$2,187 118 $2,362 $1,966	$2,299 42 $2,475 $2,000	$2,094 11	$2,274 44 $2,391 $2,060	$2,214 16
Mechanical Engineering	$1,792 1	$1,727 4	$2,063 2	$2,255 638 $2,400 $2,100	$2,340 216 $2,515 $2,083	$2,190 62 $2,450 $2,000	$2,378 154 $2,500 $2,250	$2,276 127 $2,430 $2,083
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,280 24 $2,444 $2,145	$2,346 11	$2,273 4	$2,344 8	$2,248 6
Mining Engineering						$1,917 2		
Nuclear Engineering (incl. Engrg. Physics)				$2,260 7				$2,382 7
Petroleum Engineering				$1,800 1			$2,570 1	
Engineering Technology	$2,208 1	$1,410 2	$1,813 4	$2,131 150 $2,300 $1,916	$2,360 20 $2,500 $2,083	$1,901 22 $2,201 $1,458	$2,279 7	$2,246 18
Agricultural Sciences	$1,669 2	$1,300 14	$1,367 9	$1,770 1		$1,338 4	$1,417 6	$2,000 1
Biological Sciences		$1,100 1	$1,375 3	$1,416 3	$2,125 2		$1,754 7	
Chemistry				$1,967 6	$2,450 1		$1,877 19	$1,884 2
Computer Science	$1,849 75 $2,166 $1,625	$1,805 83 $2,200 $1,458	$1,684 62 $2,041 $1,250	$2,139 561 $2,375 $1,850	$2,150 18	$2,019 6	$2,199 53 $2,300 $2,042	$2,151 22 $2,383 $1,900
Health (Medical) Professions			$2,164 17					
Mathematics	$1,813 2	$1,838 19	$1,556 4	$2,206 36 $2,491 $1,958	$2,151 2	$1,166 1	$2,046 2	$1,933 2
Other Physical & Earth Sciences	$1,875 1	$1,166 1	$1,546 2	$2,073 16	$1,000 1	$1,800 1	$1,900 1	$2,000 1

Food & Beverage Processing	Glass, Paper, Packaging, & Allied Products	Metals & Metal Products	Petroleum & Allied Products (incl. Nat. Gas)	Research &/or Consulting Organizations	Tire & Rubber	Utilities—Public (incl. Transportation)	GOV'T & NON-PROFIT: Government—Federal	Government—Local/State	Non-Profit Orgs. & Educational Institutions
				$2,554 2			$1,795 26 $2,083 $1,500		
$2,387 39 $2,425 $2,250	$2,380 77 $2,470 $2,292	$2,252 12	$2,454 143 $2,575 $2,280	$2,391 6	$2,328 4	$2,357 19	$1,776 14	$1,833 2	
	$2,275 4	$2,108 3	$2,314 26 $2,450 $1,950	$1,996 39 $2,314 $1,650		$2,029 35 $2,300 $1,700	$1,805 32 $1,933 $1,500	$1,743 85 $1,912 $1,583	$2,156 1
$2,437 4	$2,374 37 $2,500 $2,202	$2,324 39 $2,500 $2,150	$2,338 75 $2,633 $2,000	$2,260 72 $2,550 $1,917	$2,335 5	$2,302 250 $2,445 $2,168	$1,812 347 $2,092 $1,506	$2,321 7	$2,235 9
			$2,385 19	$2,064 3			$1,880 1	$1,709 3	
$2,321 39 $2,417 $2,083	$2,202 22 $2,375 $2,000	$2,194 14	$2,067 3	$2,257 13	$2,262 5	$2,218 24 $2,415 $1,900	$1,802 40 $2,100 $1,506		$1,956 4
$2,332 36 $2,425 $2,166	$2,384 43 $2,500 $2,250	$2,289 110 $2,500 $2,125	$2,376 125 $2,650 $2,083	$2,138 32 $2,375 $1,800	$2,287 8	$2,296 113 $2,440 $2,167	$1,816 198 $2,125 $1,506	$1,912 1	$1,853 3
$1,970 1	$2,450 1	$2,354 31 $2,500 $2,250	$2,313 3			$2,281 2	$1,597 5		
		$1,708 2	$2,172 4			$2,340 5	$1,916 1	$1,725 1	
		$2,300 1		$2,683 1		$2,283 15	$1,768 3		$2,250 2
		$2,400 1	$2,672 180 $2,875 $2,350	$2,292 1		$2,350 2			
$2,275 10	$2,323 11	$2,214 5	$2,371 11	$1,854 6		$2,171 11	$1,795 9	$1,615 2	
$1,597 19		$1,583 1	$1,584 2	$1,300 2		$1,667 1	$1,309 9	$1,438 8	$1,294 4
$1,650 2				$1,359 8				$1,297 5	$1,195 9
$1,807 3	$2,013 9	$1,200 1	$1,444 3	$1,404 3		$2,038 2		$1,758 4	$1,416 5
$2,000 7	$2,084 16	$2,042 18	$2,110 115 $2,300 $2,000	$2,059 58 $2,458 $1,500	$2,183 2	$2,130 87 $2,455 $1,875	$1,822 51 $2,100 $1,435	$1,487 6	$1,828 10
	$1,550 1					$2,425 2	$1,833 2	$1,375 2	$1,730 67 $2,250 $1,333
		$2,000 1	$2,141 3	$2,164 6		$2,366 6	$1,610 14		$1,200 1
	$1,042 1		$2,300 7	$1,675 5		$2,296 3	$1,841 18	$1,076 4	$1,135 4

Master's Candidates-Inexperienced[1]

(Data Combined for Men and Women)

Graduate Program	Number of Offers March 1985	Number of Offers March 1984	Average $ Offers March 1985	Average $ Offers July 1984	Percent Change in $ Offers from July 1984	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	311	314	$2,048	$1,933	6.0%	$2,333	$2,042	$1,750
MBA—Non-technical undergraduate								
Less than 1 year	357	449	2,155	2,375	– 9.3	2,625	2,166	1,666
Over 1 to 2 years[2]	65	113	2,424	2,694	–10.0	3,333	2,380	1,792
Over 2 to 4 years[2]	54	87	2,639	2,768	– 4.7	3,460	2,540	1,958
Over 4 years[2]	51	103	2,599	2,818	– 7.8	3,333	2,500	1,833
MBA—Technical undergraduate								
Less than 1 year	78	89	2,447	2,541	– 3.7	2,850	2,408	2,041
Over 1 to 2 years[2]	12	27	2,667	2,778	– 4.0	*	*	*
Over 2 to 4 years[2]	11	21	2,968	2,896	2.5	*	*	*
Over 4 years[2]	16	16	2,727	3,004	– 9.2	*	*	*
MS—Business (incl. Management, Marketing, Finance, etc.)	52	87	2,271	2,279	– 0.4	2,741	2,250	1,916
Industrial Mgmt. (incl. Industrial Admin.)	16	18	2,314	2,223	4.1	*	*	*
Administration (incl. Public, Hospital, etc.)	17	12	2,280	1,929	18.2	*	*	*
Humanities and Social Sciences								
Humanities	29	14	1,519	1,561	– 2.7	2,083	1,417	833
Social Sciences	50	33	1,713	1,648	3.9	2,250	1,641	1,250
Engineering								
Chemical	63	78	2,541	2,557	– 0.6	2,710	2,583	2,333
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	92	54	2,343	2,227	5.2	2,767	2,327	1,950
Electrical (incl. Computer Engrg.)	363	267	2,716	2,584	5.1	2,950	2,750	2,450
Industrial	34	45	2,420	2,504	– 3.4	2,958	2,479	1,600
Mechanical	181	186	2,569	2,524	1.8	2,800	2,600	2,250
Nuclear (incl. Engrg. Physics)	12	11	2,561	2,471	3.6	*	*	*
Sciences								
Chemistry	10	21	1,930	2,228	–13.4	*	*	*
Computer Science	152	155	2,493	2,505	– 0.5	2,917	2,500	2,041
Geology & Related Geological Sciences	71	28	2,578	2,440	5.7	2,800	2,700	2,053
Mathematics	12	15	2,443	2,397	1.9	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	17	21	2,568	2,480	3.6	*	*	*
	2,126	2,264						

Doctoral Candidates

Engineering								
Chemical	52	31	$3,368	$3,239	4.0%	$3,666	$3,400	$3,167
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	7	5	2,471	3,108	–20.5	*	*	*
Electrical (incl. Computer Engrg.)	37	42	3,390	3,430	– 1.2	3,833	3,366	2,667
Mechanical	23	11	3,071	3,199	– 4.0	3,500	3,200	2,633
Sciences								
Chemistry	63	54	2,882	2,960	– 2.6	3,333	3,008	1,800
Mathematics (incl. Operations Research, Statistics, & Actuarial Science)	8	9	2,583	2,963	–12.8	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	15	4	3,168	3,212	– 1.4	*	*	*
Physics	20	15	3,019	3,201	– 5.7	3,623	3,111	2,000
	225	171						

[1]One year or less of full-time, non-military employment unless otherwise indicated.
[2]Years of previous full-time, non-military employment.

*Not computed for fewer than 20 offers.

The College Placement Coun- A3940-2-11 7185 -
62 Highland Avenue / Bethlehem, PA 18017

CPC Salary Survey

A study of 1984-1985 beginning offers / Formal Report No. 3, July 1985

The 1984-85 college recruiting season began with optimistic projections. With the economy gaining momentum, the job outlook for new college graduates seemed excellent. But the year was full of surprises.

First, in the December and January *Salary Survey* reports, job offers rose as expected, but starting salaries remained unchanged or fell from last July. Then in March, the tables turned. Job offers leveled off, barely holding even with last year's levels, while starting salaries began to make slow gains.

This July report tells the final story. Overall, both job offers and starting salaries increased modestly in 1984-85, resulting in a good recruiting year, but one that fell short of expectations.

While the number of job offers rose since last July, the increase was not evenly distributed. Engineering disciplines fared best, with nearly all of them recording gains. Among the other disciplines, some fared slightly better and others slightly worse than last year.

The increase in starting pay was more across-the-board. Salaries for most of the 25 disciplines rose from 3 percent to 5 percent.

Among specific disciplines, the social sciences and computer science categories produced the biggest surprises of the year. Social sciences recorded a slightly higher-than-average pay increase of 6.4 percent, bringing the average monthly salary to $1,545. On the other hand, computer science gave a lackluster performance. With only a handful more offers than last year and a 1.8 percent salary increase, this high-demand discipline did not have as strong a year as expected.

Although petroleum engineering again received the highest salary offers—and closed at 4.8 percent above last year's monthly average of $2,464—this discipline had a roller-coaster year. It got off to a strong start in December with an average of $2,638, climbed to $2,664 in January, dipped slightly to $2,660 in March, and dropped to $2,583 by year-end.

Chemical engineering still drew the second-highest salary offers, but like petroleum engineering, dipped slightly in March after gaining steadily before that. However, the year-end average of $2,369 represents a 3.7 percent increase since last July.

In contrast, electrical engineering, which ranked third, gained ground since March, increasing from an average of $2,258 to $2,283.

The business disciplines were somewhat of a mixed bag. Accounting and marketing received a few more offers than last year, but business-general received considerably fewer. However, all three disciplines drew higher starting salaries, with business-general jumping 5 percent to $1,636 and accounting and marketing each rising slightly more than 4 percent.

A comparison of data for men and women reveals some noteworthy points. While men accounted for the majority of job offers in this report, women recorded a much bigger increase in the number of offers since last July. Job offers to women jumped 10 percent, compared with only 3 percent for men. This difference was particularly evident in the accounting and computer science categories, where women reported sizeable increases and men recorded losses in the number of offers.

But not all the news was good for women. While they

(continued on page 11)

SCOPE AND NATURE OF THE SURVEY

The scope, nature, and coverage of the CPC *Salary Survey* are particularly important to the interpretation and proper use of the statistics.

The study surveys a fairly consistent population which includes 187 placement offices at 163 colleges and universities throughout the United States. Offers are reported from employing organizations in business, industry, government, and non-profit and educational organizations. The offers are base starting salary offers and do not include fringe benefits or overtime. The data cover a broad range of functional positions, except teaching. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances, with no limit on the number of offers per student. Therefore, offers in the study cannot be equated with actual hires, and when the economic climate changes substantially, the ratio of offers to hires usually changes also, making comparison with other years no longer valid. In those categories where offers are relatively few, the data should be regarded only as an indication.

The *Survey* is available only to members and *Salary Survey* subscribers of the College Placement Council and is intended for the professional use of its constituents. Reports are issued in December, January, March, and July.

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AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers July 1985	Number of Offers July 1984	Average $ Offers July 1985	Average $ Offers July 1984	Percent Change in $ Offers from July 1984	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	6,637	6,459	$1,697	$1,627	4.3%	$1,917	$1,675	$1,500
Business—General (incl. Mgmt.)	3,627	4,249	1,636	1,555	5.2	2,083	1,600	1,250
Marketing & Distribution	1,955	1,677	1,548	1,485	4.2	1,880	1,500	1,250
Humanities and Social Sciences								
Humanities	686	760	1,461	1,477	– 1.1	2,041	1,458	940
Economics[1]	695	701	1,729	1,665	3.8	2,250	1,667	1,250
Other Social Sciences	1,125	1,047	1,545	1,452	6.4	2,208	1,500	1,000
Engineering								
Aeronautical	643	406	2,230	2,153	3.6	2,448	2,275	1,930
Chemical	2,263	2,096	2,369	2,285	3.7	2,510	2,400	2,175
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	1,383	1,164	1,969	1,897	3.8	2,343	1,950	1,635
Electrical (incl. Computer Engrg.)	10,969	10,330	2,283	2,213	3.2	2,500	2,333	1,958
Geological	76	67	2,105	2,041	3.1	2,525	2,167	1,608
Industrial	1,367	1,146	2,191	2,102	4.2	2,416	2,235	1,917
Mechanical	5,815	4,959	2,259	2,190	3.2	2,500	2,300	1,931
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	333	374	2,279	2,213	3.0	2,460	2,308	2,083
Mining	49	46	2,190	2,073	5.6	2,450	2,292	1,750
Nuclear (incl. Engrg. Physics)	109	101	2,283	2,199	3.8	2,475	2,300	1,975
Petroleum	422	415	2,583	2,464	4.8	2,875	2,700	2,100
Engineering Technology	912	846	2,137	2,078	2.8	2,400	2,167	1,790
Sciences								
Agricultural Sciences	246	339	1,474	1,418	4.0	2,000	1,450	1,083
Biological Sciences	145	120	1,433	1,402	2.2	1,958	1,400	920
Chemistry	169	193	1,897	1,756	8.0	2,395	1,958	1,250
Computer Science	3,796	3,773	2,082	2,046	1.8	2,375	2,146	1,667
Health (Medical) Professions	288	360	1,780	1,576	12.9	2,350	1,729	1,373
Mathematics	565	533	2,047	1,950	5.0	2,383	2,100	1,500
Other Physical & Earth Sciences	204	232	1,945	1,900	2.4	2,425	2,023	1,435
	44,479	42,393						

[1]Includes economics programs with both business and social science orientation.

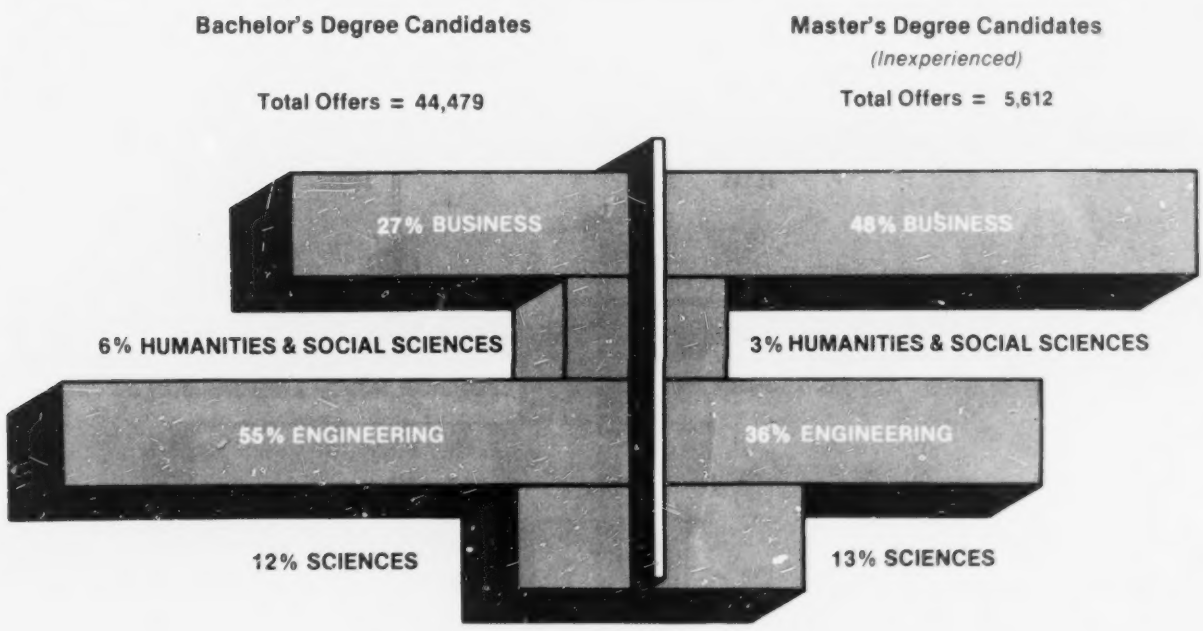
AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers July 1985	Number of Offers July 1984	Average $ Offers July 1985	Average $ Offers July 1984	Percent Change in $ Offers from July 1984	Percentiles 90th	Percentiles 50th	Percentiles 10th
Accounting/Auditing	7,161	6,546	$1,705	$1,626	4.9%	$1,942	$1,675	$1,500
Business Administration	1,889	2,055	1,635	1,537	6.4	2,141	1,600	1,167
Communications	325	326	1,635	1,493	9.5	2,375	1,583	900
Community & Service Orgs. Work	149	166	1,268	1,263	0.4	1,950	1,199	800
EDP-Programming/Systems	4,510	4,311	2,107	2,040	3.3	2,400	2,166	1,725
Engineering	22,371	20,169	2,265	2,195	3.2	2,500	2,317	1,930
Farm & Natural Resources Mgmt.	90	108	1,466	1,379	6.3	2,025	1,438	1,000
Finance & Economics	1,397	1,397	1,743	1,677	3.9	2,208	1,725	1,325
Health (Medical) Services	348	424	1,704	1,530	11.4	2,333	1,667	1,200
Manufacturing &/or Industrial Oprs.	558	945	2,082	2,027	2.7	2,425	2,166	1,600
Mathematics/Statistics	282	410	1,938	1,870	3.6	2,333	2,000	1,435
Merchandising/Sales Promotion	1,841	1,550	1,501	1,412	6.3	1,875	1,500	1,200
Personnel/Employee Relations	180	197	1,680	1,509	11.3	2,375	1,625	1,000
Research—Non-Scientific	270	296	1,882	1,746	7.8	2,460	2,000	1,200
Research—Scientific	556	729	2,030	1,949	4.2	2,500	2,100	1,300
Rotational Training—Non-Technical	557	650	1,519	1,418	7.1	2,000	1,458	1,125
Rotational Training—Technical	255	285	2,132	2,070	3.0	2,417	2,208	1,646
Sales—Non-Technical Degree	1,522	1,540	1,593	1,525	4.5	1,925	1,583	1,250
Sales—Tech./Scientific Degree	218	289	2,167	1,957	10.7	2,425	2,208	1,850
	44,479	42,393						

PROPORTION OF OFFERS BY CURRICULAR AREA



AVERAGE MONTHLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Separate for Men and Women)

By Curriculum For All Types of Employers	MEN				WOMEN			
	Number of Offers		Average $ Offers		Number of Offers		Average $ Offers	
	July 1985	July 1984	July 1985	July 1984	July 1985	July 1984	July 1985	July 1984
Business								
Accounting	3,606	3,653	$1,697	$1,630	3,031	2,806	$1,698	$1,624
Business—General (incl. Mgmt.)	2,214	2,550	1,665	1,566	1,413	1,699	1,592	1,537
Marketing & Distribution	1,015	950	1,604	1,524	940	727	1,486	1,435
Humanities and Social Sciences								
Humanities	241	305	1,530	1,564	445	455	1,424	1,418
Economics[1]	445	439	1,752	1,679	250	262	1,689	1,643
Other Social Sciences	528	489	1,661	1,565	597	558	1,443	1,352
Engineering								
Aeronautical	555	366	2,226	2,158	88	40	2,255	2,115
Chemical	1,554	1,363	2,367	2,276	709	733	2,372	2,302
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	1,110	995	1,956	1,900	273	169	2,024	1,877
Electrical (incl. Computer Engrg.)	9,399	9,086	2,282	2,213	1,570	1,244	2,294	2,217
Geological	61	62	2,105	2,027	15	5	2,105	2,215
Industrial	814	759	2,174	2,096	553	387	2,217	2,113
Mechanical	4,971	4,285	2,253	2,188	844	674	2,296	2,205
Metallurgical (incl. Metallurgy & Ceramic Engrg.)	236	253	2,271	2,200	97	121	2,298	2,242
Mining	47	45	2,203	2,068	2	1	1,871	2,300
Nuclear (incl. Engrg. Physics)	102	85	2,286	2,196	7	16	2,243	2,212
Petroleum	381	381	2,587	2,471	41	34	2,546	2,390
Engineering Technology	842	800	2,140	2,085	70	46	2,102	1,965
Sciences								
Agricultural Sciences	184	273	1,496	1,416	62	66	1,409	1,423
Biological Sciences	58	62	1,526	1,514	87	58	1,371	1,282
Chemistry	80	122	1,952	1,770	89	71	1,848	1,733
Computer Science	2,199	2,338	2,102	2,069	1,597	1,375	2,055	2,005
Health (Medical) Professions	49	38	2,063	1,757	239	322	1,722	1,555
Mathematics	289	282	2,062	1,980	276	251	2,032	1,916
Other Physical & Earth Sciences	160	197	1,992	1,929	44	35	1,776	1,736
	31,140	30,228			13,339	12,155		

[1]Includes economics programs with both business and social science orientation.

AVERAGE MONTHLY SALARY OFFERS

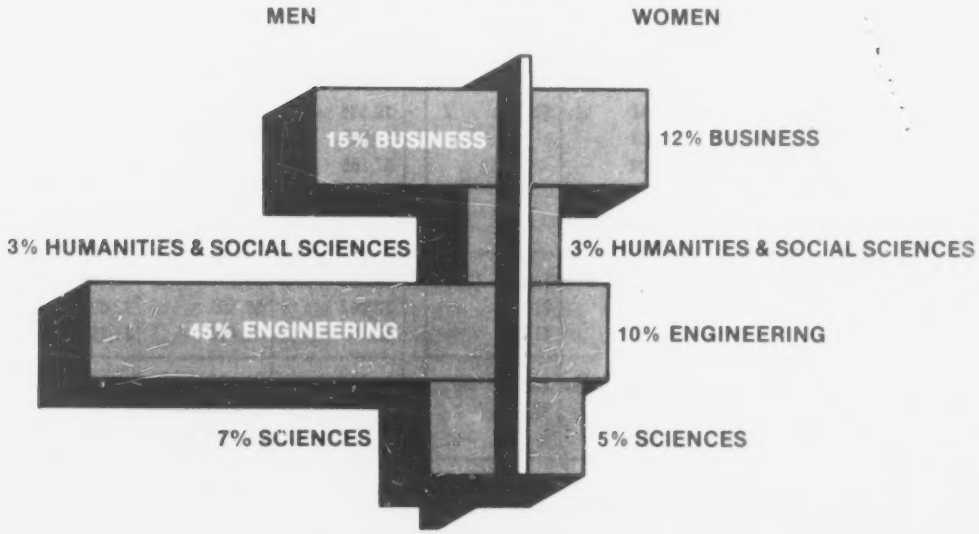
Bachelor's Degree Candidates

(Data Separate for Men and Women)

By Functional Area For All Types of Employers	MEN				WOMEN			
	Number of Offers		Average $ Offers		Number of Offers		Average $ Offers	
	July 1985	July 1984	July 1985	July 1984	July 1985	July 1984	July 1985	July 1984
Accounting/Auditing	3,910	3,691	$1,709	$1,629	3,251	2,855	$1,701	$1,623
Business Administration	1,092	1,213	1,693	1,573	797	842	1,556	1,484
Communications	148	152	1,749	1,584	177	174	1,539	1,413
Community & Service Orgs. Work	47	64	1,466	1,284	102	102	1,177	1,250
EDP-Programming/Systems	2,694	2,734	2,127	2,068	1,816	1,577	2,076	1,990
Engineering	18,597	17,031	2,260	2,192	3,774	3,138	2,286	2,211
Farm & Natural Resources Mgmt.	74	88	1,548	1,371	16	20	1,086	1,415
Finance & Economics	856	858	1,769	1,693	541	539	1,701	1,652
Health (Medical) Services	72	63	1,882	1,623	276	361	1,657	1,513
Manufacturing &/or Industrial Oprs.	422	691	2,069	2,052	136	254	2,120	1,962
Mathematics/Statistics	160	224	1,963	1,915	122	186	1,907	1,817
Merchandising/Sales Promotion	891	794	1,555	1,452	950	756	1,451	1,370
Personnel/Employee Relations	80	100	1,795	1,578	100	97	1,588	1,436
Research—Non-Scientific	158	179	1,962	1,800	112	117	1,769	1,663
Research—Scientific	344	524	2,116	2,011	212	205	1,890	1,791
Rotational Training—Non-Technical	292	355	1,557	1,457	265	295	1,477	1,371
Rotational Training—Technical	199	230	2,153	2,064	56	55	2,058	2,096
Sales—Non-Technical Degree	944	1,014	1,618	1,551	578	526	1,551	1,475
Sales—Tech./Scientific Degree	160	233	2,180	1,959	58	56	2,131	1,950
	31,140	30,238			13,339	12,155		

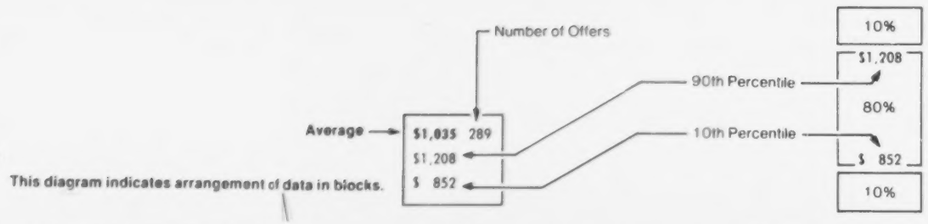
PROPORTION OF TOTAL OFFERS BY SEX

Bachelor's Degree Candidates Total Offers = 44,479



Monthly beginning salary offers to all candidates by curriculum and employer

Formal Report No. 3 ■ July 1985 ■ Data combined for men and women


Number of Offers
10%
$1,208
90th Percentile
80%
10th Percentile
$ 852
10%
Average
$1,035 289
$1,208
$ 852
This diagram indicates arrangement of data in blocks.
The 90th and 10th percentiles are those salary offers between which 80 percent of the offers in a category are located. Not computed for fewer than 20 offers.
10 percent of the salary offers are higher than the 90th percentile.
10 percent of the salary offers are lower than the 10th percentile.

NON-TECHNICAL

CURRICULUM	BUSINESS: Accounting—Public	BUSINESS: Banking, Finance, & Insurance	BUSINESS: Merchandising (Retail & Wholesale) & Services	MANUFACTURING ■ INDUSTRIAL: Aerospace, Electronics, & Instruments	MANUFACTURING ■ INDUSTRIAL: Automotive & Mechanical Equipment	MANUFACTURING ■ INDUSTRIAL: Building Materials Mfrs. & Construction	MANUFACTURING ■ INDUSTRIAL: Chemicals, Drugs, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Electrical Machinery & Equipment	MANUFACTURING ■ INDUSTRIAL: Food & Beverage Processing	MANUFACTURING ■ INDUSTRIAL: Glass, Paper, Packaging, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Metals & Metal Products	MANUFACTURING ■ INDUSTRIAL: Petroleum & Allied Products (incl. Nat. Gas)	MANUFACTURING ■ INDUSTRIAL: Research &/or Consulting Organizations	MANUFACTURING ■ INDUSTRIAL: Tire & Rubber	MANUFACTURING ■ INDUSTRIAL: Utilities—Public (incl. Transportation)	GOV'T ■ NON-PROFIT: Government—Federal	GOV'T ■ NON-PROFIT: Government—Local/State	GOV'T ■ NON-PROFIT: Non-Profit Orgs. & Educational Institutions
BACHELOR'S DEGREE																			
Accounting	$1,705 5,254 $1,917 $1,567	$1,582 202 $1,845 $1,250	$1,487 142 $1,791 $1,166	$1,758 158 $2,042 $1,500	$1,728 32 $2,125 $1,475	$1,648 41 $1,916 $1,375	$1,739 57 $2,041 $1,417	$1,760 46 $2,000 $1,500	$1,659 52 $1,917 $1,370	$1,756 41 $1,990 $1,475	$1,690 20 $1,925 $1,416	$1,780 322 $1,950 $1,650	$1,796 14	$1,822 3	$1,727 79 $2,000 $1,500	$1,475 52 $1,583 $1,400	$1,520 97 $1,746 $1,287	$1,602 25 $1,917 $1,333
Business—General (incl. Mgmt.)	$1,772 200 $2,083 $1,583	$1,602 992 $2,000 $1,250	$1,454 956 $1,800 $1,167	$1,731 418 $2,083 $1,416	$1,922 72 $2,460 $1,416	$1,683 86 $2,142 $1,300	$1,875 108 $2,275 $1,500	$1,780 93 $2,083 $1,375	$1,819 188 $2,167 $1,417	$1,777 81 $2,083 $1,500	$1,678 26 $2,000 $1,333	$1,870 140 $2,141 $1,670	$1,712 56 $2,167 $1,167	$1,505 11	$1,858 75 $2,233 $1,500	$1,413 59 $1,833 $1,100	$1,411 27 $1,666 $1,000	$1,584 39 $2,167 $1,030
Marketing & Distribution	$1,760 10	$1,490 112 $1,791 $1,167	$1,461 957 $1,750 $1,200	$1,607 271 $1,900 $1,385	$1,799 31 $2,160 $1,375	$1,718 53 $1,825 $1,300	$1,741 97 $2,042 $1,450	$1,636 63 $1,860 $1,410	$1,685 125 $2,000 $1,416	$1,690 57 $2,000 $1,417	$1,682 34 $2,000 $1,458	$1,725 27 $2,000 $1,375	$1,405 25 $1,667 $1,100	$1,584 7	$1,595 43 $1,950 $1,100	$1,445 16	$1,771 4	$1,443 23 $1,917 $1,050
Humanities	$1,083 1	$1,568 114 $2,166 $1,000	$1,347 263 $1,833 $ 867	$1,773 46 $2,208 $1,333	$1,827 6	$1,318 10	$1,866 25 $2,250 $1,583	$1,818 6	$1,594 28 $2,062 $1,000	$1,459 8	$1,583 5	$1,300 1	$1,580 20 $2,250 $ 833		$1,661 16	$1,390 29 $1,783 $1,000	$1,372 31 $1,900 $ 940	$1,282 77 $1,833 $ 833
Economics	$1,795 44 $2,135 $1,450	$1,776 273 $2,291 $1,333	$1,446 113 $1,750 $1,100	$1,653 34 $2,000 $1,333	$2,100 4	$1,561 8	$1,829 19	$1,989 18	$1,706 29 $1,958 $1,333	$1,596 10	$1,927 4	$1,815 5	$2,071 77 $2,500 $1,583	$1,650 1	$1,774 12	$1,403 21 $1,500 $1,199	$1,560 6	$1,394 17
Other Social Sciences	$1,816 18	$1,754 204 $2,300 $1,100	$1,420 355 $1,750 $1,000	$1,540 63 $2,083 $ 958	$1,961 10	$1,581 11	$1,874 48 $2,400 $1,540	$1,715 11	$1,685 41 $2,041 $1,250	$1,572 8	$2,422 3	$2,058 4	$1,923 64 $2,458 $1,100		$1,994 18	$1,505 56 $2,000 $1,153	$1,342 57 $2,060 $ 800	$1,198 154 $1,667 $ 761
MASTER'S DEGREE-INEXPERIENCED																		
MBA—Non-Technical Undergraduate Degree	$2,127 331 $2,500 $1,833	$2,519 439 $3,166 $2,000	$2,099 117 $2,833 $1,416	$2,366 172 $2,750 $1,800	$2,740 82 $3,208 $2,250	$2,264 6	$2,648 72 $3,083 $2,000	$2,324 22 $2,833 $1,900	$2,719 86 $3,167 $2,210	$2,459 27 $2,958 $2,083		$2,474 52 $3,000 $2,000	$2,457 57 $3,083 $1,917	$2,361 3	$2,388 31 $2,917 $2,058	$1,703 21 $1,916 $1,500	$1,830 14	$2,061 13
MBA—Technical Undergraduate Degree	$2,274 59 $2,833 $1,958	$2,542 54 $3,333 $2,000	$2,348 7	$2,535 86 $2,917 $2,166	$2,716 17	$2,396 4	$2,713 45 $3,000 $2,400	$2,526 6	$2,766 13	$2,554 11	$2,800 1	$2,824 22 $3,250 $2,600	$2,705 9		$2,415 13	$2,079 2		$1,958 4
BACHELOR'S SUMMARY																		
Non-Technical Curricula	$1,708 5,527 $1,917 $1,566	$1,633 1,897 $2,123 $1,200	$1,443 2,786 $1,791 $1,125	$1,688 990 $2,042 $1,385	$1,854 155 $2,300 $1,400	$1,658 209 $2,000 $1,250	$1,813 354 $2,166 $1,500	$1,752 237 $2,010 $1,384	$1,732 463 $2,100 $1,341	$1,719 205 $2,000 $1,416	$1,712 92 $2,000 $1,416	$1,804 499 $2,050 $1,650	$1,837 256 $2,458 $1,200	$1,580 22 $1,833 $1,292	$1,762 243 $2,200 $1,300	$1,447 233 $1,800 $1,160	$1,446 222 $1,792 $1,000	$1,319 335 $1,848 $ 833
Technical Curricula	$1,964 308 $2,208 $1,667	$1,816 511 $2,275 $1,375	$1,805 387 $2,333 $1,325	$2,280 12,194 $2,470 $2,083	$2,357 1,463 $2,515 $2,146	$2,100 1,296 $2,414 $1,700	$2,331 2,163 $2,500 $2,100	$2,284 1,736 $2,458 $2,080	$2,221 502 $2,425 $1,667	$2,307 589 $2,466 $2,060	$2,258 681 $2,450 $2,080	$2,398 1,928 $2,750 $2,041	$2,158 999 $2,500 $1,700	$2,300 76 $2,455 $2,150	$2,261 1,869 $2,445 $1,970	$1,819 2,199 $2,095 $1,505	$1,741 399 $2,083 $1,417	$1,713 454 $2,300 $1,167

TECHNICAL

Bachelor's Degree CURRICULUM	BUSINESS: Accounting—Public	BUSINESS: Banking, Finance, & Insurance	BUSINESS: Merchandising (Retail & Wholesale) & Services	MANUFACTURING ■ INDUSTRIAL: Aerospace, Electronics, & Instruments	MANUFACTURING ■ INDUSTRIAL: Automotive & Mechanical Equipment	MANUFACTURING ■ INDUSTRIAL: Building Materials Mfrs. & Construction	MANUFACTURING ■ INDUSTRIAL: Chemicals, Drugs, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Electrical Machinery & Equipment	MANUFACTURING ■ INDUSTRIAL: Food & Beverage Processing	MANUFACTURING ■ INDUSTRIAL: Glass, Paper, Packaging, & Allied Products	MANUFACTURING ■ INDUSTRIAL: Metals & Metal Products	MANUFACTURING ■ INDUSTRIAL: Petroleum & Allied Products (incl. Nat. Gas)	MANUFACTURING ■ INDUSTRIAL: Research &/or Consulting Organizations	MANUFACTURING ■ INDUSTRIAL: Tire & Rubber	MANUFACTURING ■ INDUSTRIAL: Utilities—Public (incl. Transportation)	GOVT ■ NON-PROFIT: Government—Federal	GOVT ■ NON-PROFIT: Government—Local/State	GOVT ■ NON-PROFIT: Non-Profit Orgs. & Educational Institutions
Aeronautical Engineering	$2,207 4		$2,583 1	$2,288 493 $2,448 $2,125	$2,364 6	$2,211 13		$2,344 22 $2,558 $2,167		$1,958 1	$2,587 3	$1,430 1	$2,481 6		$2,074 12	$1,844 80 $2,058 $1,505	$1,600 1	
Chemical Engineering	$1,875 1	$2,441 3	$2,403 3	$2,316 177 $2,450 $2,140	$2,357 35 $2,520 $2,167	$2,189 49 $2,565 $1,667	$2,389 976 $2,500 $2,250	$2,347 42 $2,500 $2,188	$2,381 109 $2,425 $2,242	$2,391 190 $2,500 $2,300	$2,231 27 $2,440 $2,085	$2,477 449 $2,575 $2,333	$2,315 40 $2,490 $2,167	$2,392 12	$2,313 66 $2,485 $2,140	$1,842 72 $2,100 $1,559	$1,860 8	$1,456 4
Civil Engineering (incl. Construction, Sanitary, & Transportation Engrg.)	$2,222 10	$1,875 2	$2,046 10	$2,203 79 $2,400 $2,000	$2,189 21 $2,517 $1,670	$1,915 431 $2,175 $1,666	$2,257 43 $2,333 $2,167	$2,128 15	$2,200 1	$2,267 8	$1,943 14	$2,340 86 $2,500 $2,000	$2,002 173 $2,283 $1,667		$2,047 120 $2,333 $1,750	$1,841 100 $1,933 $1,559	$1,771 267 $2,000 $1,586	$1,663 3
Electrical Engineering (incl. Computer Engrg.)	$2,056 39 $2,250 $1,866	$2,088 19	$2,223 29 $2,600 $1,650	$2,327 6,472 $2,500 $2,166	$2,379 391 $2,510 $2,200	$2,298 305 $2,500 $2,083	$2,397 256 $2,508 $2,250	$2,309 868 $2,500 $2,116	$2,396 38 $2,500 $2,250	$2,352 104 $2,500 $2,166	$2,329 100 $2,500 $2,150	$2,396 200 $2,600 $2,100	$2,329 256 $2,583 $2,024	$2,358 18	$2,320 834 $2,490 $2,175	$1,836 987 $2,165 $1,558	$2,273 22 $2,811 $1,667	$2,178 31 $2,425 $1,750
Geological Engineering			$1,200 1	$2,067 6		$1,778 3	$2,013 2				$1,700 1	$2,193 53 $2,550 $1,624	$2,086 4		$1,980 1	$1,880 1	$1,719 4	
Industrial Engineering	$2,035 68 $2,208 $1,750	$1,802 15	$2,116 25 $2,583 $1,800	$2,187 425 $2,375 $2,000	$2,335 140 $2,508 $2,200	$2,170 47 $2,400 $1,675	$2,279 101 $2,392 $2,100	$2,242 80 $2,350 $2,100	$2,352 99 $2,417 $2,200	$2,211 52 $2,350 $2,058	$2,198 49 $2,400 $2,000	$2,173 8	$2,230 39 $2,400 $2,050	$2,221 10	$2,262 93 $2,416 $2,000	$1,861 105 $2,150 $1,558	$1,750 1	$1,999 10
Mechanical Engineering	$2,002 9	$1,960 8	$2,015 15	$2,273 1,943 $2,425 $2,116	$2,373 708 $2,518 $2,150	$2,210 292 $2,416 $2,000	$2,374 437 $2,500 $2,250	$2,288 484 $2,442 $2,083	$2,342 116 $2,483 $2,125	$2,347 136 $2,458 $2,208	$2,279 288 $2,458 $2,100	$2,422 313 $2,650 $2,108	$2,196 143 $2,419 $1,833	$2,314 24 $2,455 $2,150	$2,299 345 $2,430 $2,150	$1,834 529 $2,083 $1,541	$1,957 12	$1,964 13
Metallurgical Engineering (incl. Metallurgy & Ceramic Engrg.)				$2,296 70 $2,470 $2,145	$2,387 43 $2,508 $2,250	$2,295 5	$2,346 24 $2,500 $2,240	$2,294 19	$1,970 1	$2,250 7	$2,298 119 $2,425 $2,150	$2,413 11	$2,321 7		$2,180 9	$1,656 16	$1,560 1	$2,400 1
Mining Engineering		$2,375 2			$2,488 3	$1,925 4	$2,275 2	$2,400 1		$2,400 1	$2,118 10	$2,228 10	$2,084 2		$2,363 8	$1,945 4	$1,863 2	
Nuclear Engineering (incl. Engrg. Physics)				$2,221 16		$2,191 4	$2,537 8	$2,374 12			$2,333 3		$2,417 7		$2,310 48 $2,400 $2,208	$1,830 9		$2,250 2
Petroleum Engineering				$1,800 1	$2,250 1	$2,830 1	$2,535 2	$2,308 4			$2,146 4	$2,594 406 $2,875 $2,150	$2,292 1		[illegible]			
Engineering Technology	$2,017 5	$1,742 6	$1,731 9	$2,184 475 $2,358 $2,000	$2,300 42 $2,500 $2,000	$1,910 83 $2,250 $1,500	$2,199 19	$2,184 65 $2,410 $1,950	$2,226 28 $2,417 $1,916	$2,249 27 $2,425 $1,800	$2,244 20 $2,360 $2,100	$2,299 23 $2,540 $2,000	$2,045 28 $2,260 $1,666	$2,100 3	$2,167 41 $2,460 $1,900	$1,703 25 $2,125 $1,158	$1,612 12	$1,750 1
Agricultural Sciences	$1,669 2	$1,392 46 $1,583 $1,200	$1,312 45 $1,500 $ 916	$1,557 3	$1,867 2	$1,381 6	$1,624 32 $2,150 $1,120	$1,800 2	$1,639 55 $2,167 $1,250	$1,582 2	$1,583 1	$1,617 4	$1,247 6		$1,957 3	$1,310 13	$1,422 13	$1,253 11
Biological Sciences	$1,800 2	$1,818 12	$1,413 12	$1,791 8	$2,125 2		$1,649 18		$1,661 8	$1,664 1		$1,509 2	$1,397 19		$1,917 1	$1,272 3	$1,134 11	$1,183 46 $1,500 $ 875
Chemistry	$1,833 1	$1,972 3	$2,250 3	$2,033 13	$2,450 1		$2,008 67 $2,350 $1,583	$1,839 3	$1,861 8	$2,018 12	$1,200 1	$2,128 8	$1,920 15	$2,150 1	$2,017 5	$1,443 6	$1,624 6	$1,277 16
Computer Science	$1,895 148 $2,166 $1,667	$1,804 248 $2,208 $1,475	$1,772 192 $2,089 $1,417	$2,171 1,750 $2,416 $1,845	$2,211 57 $2,416 $1,950	$2,129 45 $2,475 $1,750	$2,183 160 $2,320 $2,041	$2,160 99 $2,383 $1,865	$1,972 36 $2,375 $1,400	$2,063 42 $2,330 $1,833	$2,063 34 $2,200 $1,924	$2,139 317 $2,333 $2,000	$2,117 193 $2,492 $1,646	$2,182 8	$2,133 256 $2,392 $1,875	$1,781 153 $2,100 $1,480	$1,598 23 $2,016 $1,211	$1,866 35 $2,167 $1,550
Health (Medical) Professions		$1,671 2	$2,183 18				$2,423 3		$1,396 2	$1,550 1					$2,425 2	$1,777 3	$1,383 3	$1,748 254 $2,250 $1,350
Mathematics	$1,906 18	$1,914 138 $2,250 $1,500	$1,743 21 $2,083 $1,475	$2,222 206 $2,427 $1,968	$2,186 9	$1,719 4	$2,105 7	$2,215 15	$1,375 1	$2,075 3	$2,286 7	$2,116 15	$2,188 41 $2,492 $1,833		$2,211 16	$1,640 35 $2,025 $1,435	$1,402 9	$1,944 20 $2,300 $1,300
Other Physical & Earth Sciences	$1,875 1	$1,833 7	$1,697 3	$2,243 57 $2,492 $2,000	$1,675 2	$1,625 4	$2,113 6	$2,196 5		$1,603 2		$2,132 22 $2,550 $1,633	$2,023 19		$2,232 7	$1,707 58 $2,095 $1,440	$1,076 4	$1,170 7

AVERAGE MONTHLY SALARY OFFERS

Master's Candidates-Inexperienced[1]

(Data Combined for Men and Women)

Graduate Program	Number of Offers July 1985	Number of Offers July 1984	Average $ Offers July 1985	Average $ Offers July 1984	Percent Change in $ Offers from July 1984	Percentiles 90th	Percentiles 50th	Percentiles 10th
Business								
Accounting	538	598	$2,055	$1,933	6.3%	$2,333	$2,042	$1,775
MBA—Non-technical undergraduate								
Less than 1 year	1,545	1,933	2,382	2,375	0.3	3,000	2,333	1,833
Over 1 to 2 years[2]	557	730	2,690	2,694	– 0.2	3,333	2,667	2,000
Over 2 to 4 years[2]	684	880	2,840	2,768	2.6	3,500	2,839	2,166
Over 4 years[2]	438	615	2,845	2,818	1.0	3,600	2,847	2,083
MBA—Technical undergraduate								
Less than 1 year	353	472	2,537	2,541	– 0.2	3,000	2,500	2,000
Over 1 to 2 years[2]	118	207	2,812	2,778	1.2	3,333	2,842	2,283
Over 2 to 4 years[2]	184	293	2,934	2,896	1.3	3,500	3,000	2,250
Over 4 years[2]	131	154	2,913	3,004	– 3.0	3,583	2,958	2,083
MS—Business (incl. Management, Marketing, Finance, etc.)	191	249	2,454	2,279	7.7	3,333	2,333	1,833
Industrial Mgmt. (incl. Industrial Admin.)	36	53	2,405	2,223	8.2	2,792	2,363	2,080
Administration (incl. Public, Hospital, etc.)	57	41	2,223	1,929	15.2	2,850	2,208	1,600
Humanities and Social Sciences								
Humanities	44	47	1,514	1,561	– 3.0	2,000	1,468	1,000
Social Sciences	108	90	1,771	1,648	7.5	2,475	1,667	1,250
Engineering								
Chemical	212	240	2,596	2,557	1.5	2,750	2,625	2,375
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	208	137	2,363	2,227	6.1	2,767	2,333	1,958
Electrical (incl. Computer Engrg.)	965	838	2,727	2,584	5.5	2,950	2,750	2,500
Industrial	102	101	2,469	2,504	– 1.4	2,800	2,500	2,158
Mechanical	508	478	2,621	2,524	3.8	2,875	2,650	2,300
Nuclear (incl. Engrg. Physics)	26	32	2,582	2,471	4.5	2,850	2,567	2,375
Sciences								
Chemistry	27	54	2,177	2,228	– 2.3	2,833	2,175	1,666
Computer Science	472	470	2,584	2,505	3.2	2,920	2,602	2,142
Geology & Related Geological Sciences	111	61	2,572	2,440	5.4	2,800	2,700	2,053
Mathematics	63	78	2,337	2,397	– 2.5	2,783	2,325	1,875
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	46	62	2,517	2,480	1.5	2,741	2,542	2,169
	7,724	8,913						

Doctoral Candidates

Engineering								
Chemical	209	163	$3,405	$3,239	5.1%	$3,666	$3,420	$3,150
Civil (incl. Construction, Sanitary, & Transportation Engrg.)	10	21	2,507	3,108	–19.3	*	*	*
Electrical (incl. Computer Engrg.)	99	133	3,542	3,430	3.3	3,917	3,600	3,000
Mechanical	49	43	3,168	3,199	– 1.0	3,875	3,333	2,500
Sciences								
Chemistry	215	282	3,032	2,960	2.4	3,333	3,100	2,667
Mathematics (incl. Operations Research, Statistics, & Actuarial Science)	19	38	2,977	2,963	0.5	*	*	*
Metallurgy (incl. Met. Engrg., Materials Engrg./Sc., & Ceramics)	35	31	3,260	3,212	1.5	3,665	3,500	2,500
Physics	67	62	3,176	3,201	– 0.8	3,758	3,250	2,066
	703	773						

[1]One year or less of full-time, non-military employment unless otherwise indicated. *Not computed for fewer than 20 offers.
[2]Years of previous full-time, non-military employment.

(continued from page 1)

drew the same starting salary as men in accounting, they did not achieve equal pay in computer science. The women's monthly average of $2,055 fell short of the men's average of $2,102 in this discipline.

At the master's level, no clear pattern emerged. Some graduate programs reported more job offers and salary increases since last July, while others reported significantly fewer offers and drops in salary.

Electrical engineering headed up the winners' column, with the largest increase in number of offers and a 5.5 percent increase in salary, which brought the average monthly figure to $2,727. Other winners were civil and mechanical engineering and geology. All garnered more offers as well as salary increases of 3.8 percent to 6.1 percent.

MBA's topped the losers' list, showing a significant decline in job offers and little or no movement in starting salaries since last July.

The July 1985 report covers the period from September 1, 1984, through June 7, 1985. The data include offers made to students graduating between September 1 and August 31, as reported by the 187 placement offices at the 163 participating colleges and universities. In addition to the 44,479 offers to bachelor's degree candidates, these placement offices reported 5,612 offers to inexperienced master's degree candidates; 2,112 offers to MBA candidates with previous full-time, non-military employment experience; and 703 offers to doctoral candidates.

Salary Survey reports are available only to CPC members and subscribers to the *Salary Survey* package. Additional copies of this report can be obtained for $1.50 each.

Judith O'Flynn Kayser
Manager, Statistical Services

1984-1985 Participating Placement Offices

Akron
Alabama A & M
Arizona
Arizona State
Arkansas-Fayetteville
Auburn

Baylor
Bentley
Boston
Bridgeport
Brigham Young
Brown
Bucknell

Calif. Inst. Tech
California
  Berkeley
  Los Angeles
Calif. Poly State-San Luis Obispo
California State
  Chico
  Fresno
  Long Beach
  Sacramento
Calif. State Poly-Pomona
Carnegie-Mellon
Case Western Reserve
Cedar Crest
Chicago-Grad Sch. of Bus.
City Univ. NY
  Bernard M. Baruch College
  City College
  Hunter College
Clemson
Cleveland State
Colorado
Colorado Mines
Colorado State
Columbia
Columbia-Grad Sch. of Bus.
Connecticut
Cornell

Dartmouth
Delaware
Delaware State
Denver
Detroit
Duke
Duke-Fuqua Sch. of Bus.

East Texas State

Fairleigh Dickinson-Teaneck
Florida A & M

George Washington
Georgia
Georgia Tech
Grambling State
Grove City

Houston

Idaho
IIT (Ill. Inst. Tech)
Illinois at Chicago
Illinois-Urbana
  Engineering
  Commerce, Business
Indiana
IUP-Indiana, PA
Iowa
Iowa-Engineering

Iowa State
  Engineering
  Science, Humanities

Jackson State
Johnson & Wales

Kansas
  Arts
  Business
  Engineering
Kansas State
Kentucky

Lafayette
Lamar
Lehigh
Lincoln (PA)
Louisiana Tech

Maine-Orono
Mary Washington
MIT (Mass. Inst. Tech)
MIT-Sloan Management
Mass.-Amherst
Memphis State
Michigan
  Ann Arbor Engineering
  Ann Arbor-Grad Sch. of Bus.
  Dearborn
Michigan State
Michigan Tech
Minnesota-Sch. of Management
Mississippi
Mississippi State
Missouri
  Columbia Engineering
  Kansas City
  Rolla
  St. Louis
Montana
Montana State
Morgan State
Mount Holyoke

Nebraska-Lincoln
Nevada-Reno
New Jersey Tech
New Mexico
New Mexico State
NYU-Grad Sch. of Bus.
North Carolina
  Chapel Hill
  Greensboro
North Carolina A & T State
North Dakota
North Texas State
Northern Arizona
Northern Colorado
Northwestern
Northwestern
  Kellogg Grad Sch.

Ohio
Ohio State
  Administrative
  Arts
  Engineering
Oklahoma
Oklahoma State
  Agriculture
  Engineering
  Univ. Placement
Oregon
Oregon State

Penn
Penn-Wharton Grad Sch.
Penn State
Penn State-Capitol Campus
Pittsburgh
Polytechnic Institute of NY
Portland State
Princeton
Purdue

Rensselaer
Rhode Island
Rochester
Rochester-Grad Sch. of Mgmt.
Rutgers
  Camden Arts, Science
  New Brunswick

San Diego State
San Jose State
Smith
South Dakota Mines
South Florida
Southern California
Southern Calif.-Grad Bus.
Southern Illinois
  Carbondale
  Edwardsville
Southern Methodist
Southern Univ.-Baton Rouge
Stanford
SUNY-Buffalo

Tennessee Knoxville
Tennessee State
Texas A & I
Texas A & M
Texas Tech
Texas
  Arlington
  Austin Bus. Admin.
  Austin Engineering
  El Paso
Toledo
Tulane

Union
Utah
Utah State

Vanderbilt
Vanderbilt-Owen Grad Sch.
Villanova
Virginia
Virginia-Colgate Darden
Virginia State
Virginia Tech

Wake Forest
Wake Forest-Babcock Grad Sch.
Washington
Washington State
Wayne State
West Virginia
Western Washington
Williams
Wisconsin-Madison
  Agriculture
  Arts
  Business
  Engineering
Worcester Poly

Yale-Org. & Mgmt.